

# Resettlement Plan

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Bhutan: Water Flagship Program Support Project-Construction of Integrated Drinking Water and Irrigation Scheme for Hesotsamchu (CW-03), Gasetsho-Wom and Gasetsho-Gom Gewog, Wangdue Phodrang

Prepared by the Department of Infrastructure Development, Ministry of Infrastructure and Transport (MOIT), Royal Government of Bhutan, for the Asian Development Bank.

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## CURRENCY EQUIVALENTS

(as of December 2025)

Currency unit	–	Bhutanese Ngultrum (Nu.)
Nu.1.00	=	\$ 0.011
\$1.00	=	Nu.89.92

## ABBREVIATIONS

ADB	-	Asian Development Bank
AEO	-	Agriculture Extension Officer
AP	-	Affected Person
BHRM	-	Bhutan Resident Mission
BHU	-	Basic Health Unit
BPL	-	Bhutan Poverty Line
BSR	-	Bhutan Schedule Rates-2024
CAPP	-	Community Awareness and Public Participation Plan
CBO	-	Community Based Organization
CF	-	Community Forest
CFO	-	Chief Forest Officer
CID	-	Citizenship Identity Card
DAO	-	Dzongkhag Agriculture Officer
DBO	-	Design Built Operate
DDR	-	Due Diligence Report
DLAC	-	Dzongkhag Land Acquisition Committee
DMS	-	Detail Measurement Survey
DOID	-	Department of Infrastructure Development
DP	-	Displaced Person
EA	-	Executing Agency
EHS	-	Environmental Health Safety
EM	-	Entitlement Matrix
EMP	-	Environmental Management Plan
FGD	-	Focus Group Discussion
GAP	-	Gender Action Plan
GBV	-	Gender Based Violence
GESI	-	Gender Equality & Social Inclusion
GRC	-	Grievance Redressal Committee
GRM	-	Grievance Redressal Mechanism
HDPE	-	High Density Polythene Pipe
HHs	-	Households
IA	-	Implementing Agency
IEE	-	Initial Environmental Examination
IR	-	Involuntary Resettlement
LRO	-	Land Record Officer
MOF	-	Ministry of Finance
MOIT	-	Ministry of Infrastructure and Transport
NGO	-	Non-Government Organization

NKRA	-	National Key Result Area
NLC	-	National Land Commission
NOC	-	No Objection Certificate
ORC	-	Out Reach Clinic
PAM	-	Project Administration Manual
PAR	-	Poverty Assessment Report
PAVA	-	Poverty Assessment Valuation Agency-2022
PHCB	-	Population and Housing Census of Bhutan
PIU	-	Project Implementation Unit
PM	-	Project Manager
PMSC	-	Project Management Supervision Consultants
PMU	-	Project Management Unit
PSC	-	Project Steering Committee
QPR	-	Quarterly Progress Report
RGOB	-	Royal Government of Bhutan
RNR	-	Renewable Natural Resources
ROW	-	Right of Way
RP	-	Resettlement Plan
SPS	-	Safeguard Policy Statement-2009
SRF	-	State Reserve Forest
SSMR	-	Semi-annual Social Safeguard Monitoring Report
TA	-	Technical Assistance
UNDP	-	United Nation Development Program
WFP	-	Water Flagship Project
WFPSP	-	Water Flagship Program Support Project
WHH	-	Women Headed Household
WHO	-	World health Organization
WSD	-	Water and Sanitation Division

### **Dzongkha Glossary**

Chiwog	-	Sub-block
Dzongkhag	-	District
Gewog	-	Block
Gedrung	-	Clerk
Gup	-	Block Head (elected)
Lhaxhang	-	Temple
Mangmi	-	Deputy Blockhead (elected)
Thromde	-	Municipality
Tshogpa	-	Village Headmen

### **NOTE**

In this report, "\$" refers to United States dollars

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## A. Executive Summary

In the 12th Five-Year Plan, the Water Flagship Program is being implemented to provide 24x7 access to safe drinking water and irrigation to all the rural and urban communities in the country. In the first phase of the program, 11 *Dzongkhags* and four (4) *Thromdes* were identified. Within the first phase, the Asian Development Bank (ADB) is providing financial assistance to the Royal Government of Bhutan (RGOB) to provide access to 24x7 safe drinking water supply and irrigation to two (2) *Dzongkhags* and one (1) *Thromde*. The water supply components comprise the construction of integrated drinking and irrigation systems, intake structures, reservoirs, transmission mains, and distribution networks. The Ministry of Infrastructure and Transport (MOIT) is the project proponent for the Water Flagship Program Support Project (WFPSP).

Recognizing water as a pivotal issue for the country's development, the government has included 'sustainable water' as a National Key Result Area (NKRA) in the Twelfth Five-Year Plan (2018-2023) and has developed the Water Flagship Project (WFP) to guide its implementation. The WFP will undertake key interventions at the country level to strengthen water sector performance to improve access to 24x7 safe drinking water. The total budget from ADB for WFP is USD 14 million for infrastructure development and capacity building, and USD 6 million for incorporating disaster risk reduction and climate-resilient elements. The project will also support institutional improvement identified under the WFP, prioritizing *Dzongkhags* and *Thromdes* with access to reliable drinking water and irrigation. It will be aligned with the Bhutan Water Act (2011), Water Regulation of Bhutan (2014), Drinking Water Quality Standards (2016), and National Irrigation Policy (2012), which set key principles, responsibilities, and standards for the water sector. The Project Management Unit (PMU) is based at the Water and Sanitation Division (WSD) under the Department of Infrastructure Development (DOID), under MOIT. The DOID is the Implementing Agency (IA), while the *Dzongkhags* and *Thromde* will be Project Implementing Units (PIUs).

There are two packages under the Water Flagship Program Support Project (WFPSP) in Wangdue Phodrang. Package 1 covers the construction of the intake and diversion weirs, sediment trap and stilling chambers; 21.1 km of raw water transmission mains using ND 700 carbon steel (711 mm OD) and HDPE (710 mm OD) pipes from the primary intake to the final delivery point; a 10-meter host bridge for the transmission pipeline; and a 70 cu.m silt-trap sedimentation tank at the intake area. Package 2 includes the construction of a pre-sedimentation tank for chlorination treatment, break pressure tanks, and distribution networks from the off-takes to the villages for drinking water and irrigation command areas in Gasetsho-Wom and Gasetsho-Gom gewogs.

This Resettlement Plan (RP) has been prepared for the bulk water components under Package 1 of the Hetsotsamchu project. A transect walk and drive-through along the proposed transmission pipeline route were conducted on 13,14, and 15 October 2025. The Resettlement Plan has been prepared following the finalization of the detailed design for the intake and diversion structures, raw water transmission mains, host bridge, and sedimentation tank.

The assessment identified involuntary resettlement impacts under Package 1. For Package 2, if resettlement impacts emerge during the design of the irrigation distribution components after loan approval, this Resettlement Plan will be updated accordingly. This Resettlement Plan is prepared for the construction of an integrated drinking and irrigation water supply to Gasetsho-Gom and Gasetsho-Wom gewogs and laying of water transmission mains from

Hetsotsamchu source to the delivery point at Tingna. The total length from the source to the delivery point is 21.1km. The Resettlement Plan is prepared based on the available detailed design and information for Package 1. The Resettlement Plan will be further updated and reconfirmed for final involuntary resettlement impacts after completion of the final design and Detail Measurement Survey (DMS) for irrigation and drinking water distribution components, if involuntary resettlement impacts are assessed under Package 2.

The Resettlement Plan has been prepared in accordance with the ADB Safeguard Policy Statement (SPS), 2009. The assessment for the bulk drinking water and irrigation water supply components confirmed that there is an involuntary resettlement impacts on one private land where land acquisition is required. Therefore, the preparation of a Resettlement Plan is required for the bulk water supply project under Package 1. Consultations were conducted with the *Dzongkhag* Administration, relevant sectoral heads, the public of Gasetsho-Gom and Gasetsho-Wom *gewogs*, and the *Gup* and staff of Gasetsho-Gom *gewog* before the field exercise. Persons consulted in 2022 and 2025 are listed in **Appendix 1**. **Appendix 2** shows the intake structure and raw water transmission pipeline alignment, while **Appendix 3** presents the approximate locations of offtakes and irrigation pipelines/canals. **Appendix 4** outlines sections overlapping existing community roads. **Appendix 5** identifies the irrigation command areas for Gasetsho-Wom and Gasetsho-Gom *gewogs*, and **Appendix 6** shows irrigation areas in Gasetsho-Gom *Gewog*. **Appendix 7** illustrates community forests along the main Hetsotsamchu transmission line, and the No Objection Certificate (NOC) from the community forest groups for the project is presented in **Appendix 14**.

**Appendix 8** contains the certification from the *Dzongkhag* Administration issued in 2022 confirming that the project components are located on government land designated for construction, and **Appendix 9** provides the 2022 certification stating that the proposed project components do not affect any ancestral domain, religious site, graveyard, or other culturally significant area. The correspondence exchanged between *Dzongkhag* officials, local government authorities, and the affected persons covering consultations, notifications, and follow-up communications is compiled in **Appendices 25, 26, 27, 28, 29, and 30**. These **appendices** provide a consolidated record of all formal interactions undertaken during the project's coordination and decision-making processes.

The PMU and PIU under the DOID, MOIT, will ensure compliance with the ADB SPS-2009 for the implementation of the WFP. The program will provide drinking and irrigation water supply to Gasetsho-Gom and Gasetsho-Wom *Gewogs* in Wangdue Phodrang *Dzongkhag*. For the bulk water supply components, reconfirmation of involuntary resettlement impacts prior to contract award is required, and this Resettlement Plan has been prepared based on the final design and scope of works under Package 1, which needs to be incorporated in the contract document.

The Resettlement Plan for the bulk drinking and irrigation water supply components has been developed following detailed field investigations, which confirmed that one private land parcel will be affected. This land falls under Category Class D in accordance with the 2022 *Chiwog*-wise Land Rates. The portion of dry land to be acquired measures 2.8 decimal (equivalent to 0.028 acres).

Based on the *Chiwog*-wise Land Rates 2022, the compensation rate for Class D land is **Nu. 4,566.79** per decimal. Accordingly, for 2.8 decimal, the total compensation payable to the affected person amounts to **Nu. 12,787.01**. This valuation was verified on-site by the Land Surveyor from Wangdue Phodrang *Dzongkhag*, the Project Manager from the PIU, and the respective village *Tshogpa* and *Mangmi* of Gasetsho-Gom and Gasetsho-Wom *gewogs*. After

including a 20% contingency to cover any unforeseen impacts during implementation, the total resettlement budget amounts to **Nu. 15,344.41**.

## **B. Project Description**

### **(i) Overall *Dzongkhag* Description: Wangdue Phodrang**

1. Wangdue Phodrang *Dzongkhag*<sup>1</sup>, one of Bhutan's largest, lies in the central region and takes its name from the Wangdue Phodrang *Dzong*, built in 1638 by Zhabdrung Ngawang Namgyal to defend against southern invasions. "*Wangdue*" means "unification of the country," and "*Phodrang*" means "palace." The *Dzongkhag* borders Dagana and Tsirang to the south, Trongsa to the east, Thimphu and Punakha to the west, and Gasa and Tibet to the north. It is listed on Bhutan's Tentative List for UNESCO World Heritage status. The historic *dzong* was destroyed by fire in 2012, though most relics were preserved. *Dzongkha* is the dominant language, with *Lakha*, *Nyengkha*, and *Olekha* spoken in some areas. The Lateral Road passes through the *Dzongkhag*, linking it to Punakha, Gasa, and the scenic Phobjikha Valley, winter home of the black-necked cranes. Wangdue Phodrang consists of fifteen *gewogs*, and much of its area falls within protected national parks, including Wangchuck Centennial, Jigme Dorji, and Jigme Singye Wangchuck. The Phobjikha Valley, managed by the Royal Society for Protection of Nature (RSPN), is a center for conservation and ecotourism. Major attractions include the historic Wangdue Phodrang *Dzong*, the beautiful Phobjikha Valley, and Gangtey Monastery. Other notable sites are *Baeyul Langdra Ney*, *Adha Tsho*, *Dechen Draphu*, *Dhendrup Choeling Goenzin Dratshang*, *Sa Nga Choeling Goenpa*, and *Chungney Goenpa*, all reflecting the *Dzongkhag*'s rich cultural and spiritual heritage.

### **(ii) Brief Description of Gasetsho-Gom and Gasetsho-Wom *Gewogs***

2. Gasetsho-Gom *Gewog*: <sup>2</sup>According to the 2017 Population and Housing Census of Bhutan (PHCB), Gasetsho-Gom *Gewog* has a population of 2,026 people, comprising 982 males and 1,044 females, across 216 households in 12 villages. The *gewog* is divided into five *chiwogs*, each represented by a *Tshogpa*, and governed by an elected *Gup* supported by local government members and civil servants. Agriculture is the main livelihood, with residents cultivating rice, maize, wheat, and vegetables, and engaging in livestock rearing such as cattle, poultry, and pigs. The *gewog* also produces oranges and pears, contributing to local income.

3. The administration works closely with the *Dzongkhag* and relevant agencies to deliver services in education, health, agriculture, and infrastructure, guided by values of sustainability, cultural preservation, and improved living standards. Educational facilities include primary and secondary schools, an RNR center, a primary health center, local monasteries, and a private eco-lodge. Culturally, the *gewog* is rich in heritage, hosting annual religious events such as *Mani Dungdrup* at *Matshipogto Lhakhang* and rituals at *Shalipangkha Lhakhang*. Despite its strengths, the *gewog* faces water scarcity, affecting agriculture and livelihoods. To address this, future efforts focus on enhancing agriculture, horticulture, organic farming, and animal husbandry for sustainable growth and market development.

<sup>1</sup> [Dzongkhag Administration, Wangdue Phodrang](#)

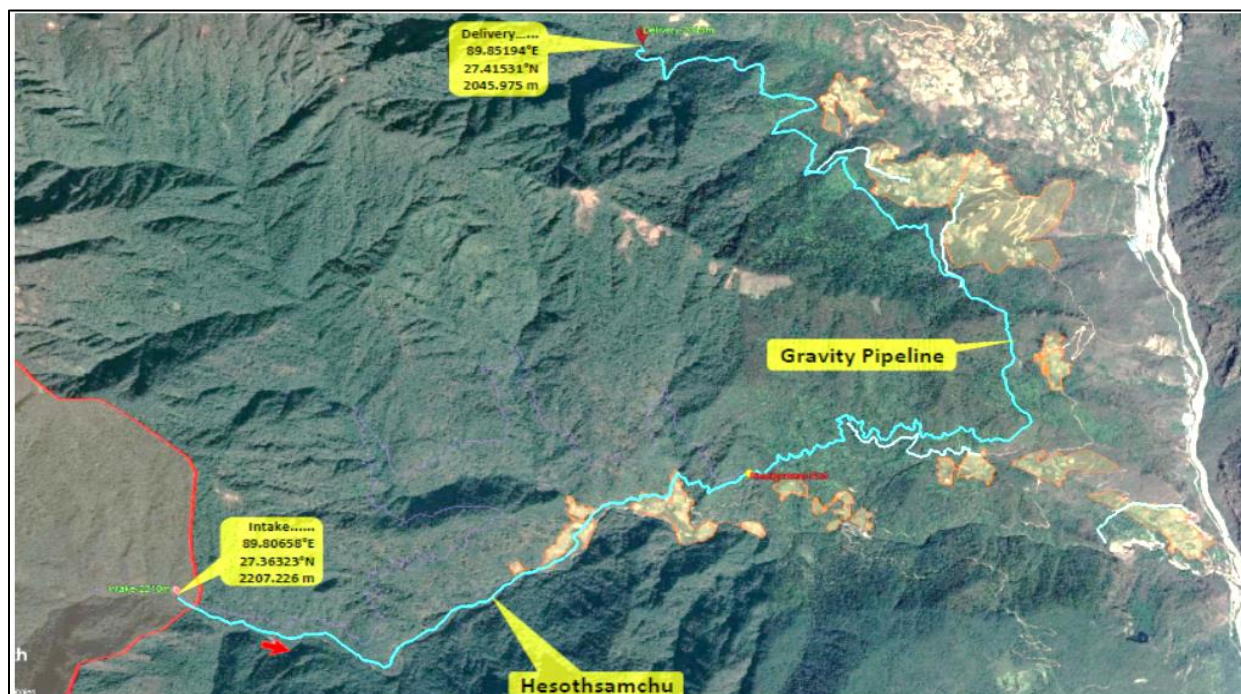
<sup>2</sup> [Dzongkhag Administration, Wangdue Phodrang](#)

4. Gasetsho-Wom *Gewog* has a population of 863 people across 106 households, covering an area of approximately 207.85 sq. km, with 71.43% forest cover. The terrain is predominantly rugged with scattered gentle slopes. The Punatsangchhu-Tsirang Highway runs along the *gewog's* eastern boundary, marking the border with Rubeisa *Gewog*. The *gewog* administration comprises an elected *Gup, Mangmi*, five *Tshogpas*, and civil servants, including an Administrative Officer, Clerk (*Gedrung*), Agriculture Extension Officer, and shared Livestock and Forest Extension Officers from Gasetsho-Gom *gewog*. Key infrastructure includes one RNR Centre, one Community Primary School, one Community Centre, and two ORCs (Tapchhekha and Haebisa). The *gewog* shares BHU services with Gasetsho-Gom and has 26 water supply schemes, achieving 100% rural water supply coverage. Road connectivity is provided by the Basochhu Project feeder road and 15.5km of farm roads, while all households have access to electricity and full telecommunication coverage (B-Mobile and TashiCell). Rice is the main staple and is cultivated by nearly all households, ensuring food self-sufficiency. Other crops include maize, wheat, mustard, and various vegetables such as potatoes, chilies, and cabbage. Fruits like oranges, bananas, guavas, peaches, and plums are grown mainly for home consumption. The *gewog* also promotes dairy and backyard poultry farming as key sources of cash income.

### (iii) About Project Components

5. The proposed project is located both in urban and rural areas of two *gewogs*, Gasetsho-Gom and Gasetsho-Wom *gewogs* of Wangdue Phodrang *Dzongkhag*, and is expected to bring significant benefits related to irrigation and drinking water supply to the population residing in the project areas. The overall water supply facilities will improve convenience to the public and, as a result, people will benefit immensely in terms of adequate and reliable supply of drinking water, wherever there are current drinking water shortages, as well as for irrigation in several villages in the two *gewogs*. This extended supply of irrigation and drinking water will contribute to the endemic water shortages faced by people living in Gasetsho-Gom and Gasetsho-Wom *Gewogs*. The outcome of the project is expected to drastically improve health and hygiene through the supply of clean water for drinking and domestic use, and for irrigation of unserved potential wetland and fallow land in the command areas of two *gewogs*. The Google Earth Map showing the Overview of Project Areas, showing Alignment with Intake and End-point, is presented in Figure 1.

**Figure 1. Google Earth Map showing the Overview of Project Areas, Showing Alignment with Intake and End-point**



Source: Project Design Team, PMU, Wangdue Phodrang

#### (iv) Scope of Land Acquisition and Resettlement

6. Involuntary acquisition of private land is anticipated for this project. Land will be acquired for trenching, pipe laying out, and backfilling, and for the construction of an access road to the intake point at the source. A land use certificate in the form of NOC has been obtained from the affected person. During the field visit on 13,14, and 15 October 2025, it was confirmed that the impacted private land, i.e., 2.8 decimal, which was kept fallow for several years and not in use. Due to the impact on a small land parcel, the owner will not be displaced. In terms of economic displacement, no fruit trees or vegetables were being grown on that private land. The alignment, except for this private land, will not affect other private lands under Haetshokha *Chiwog* of Gasetsho-Wom *gewog*.

7. **Involuntary Resettlement Impact:** Based on the transect walk and survey at the project locations, under Gasetsho-Gom and Gasetsho-Wom *gewogs*, one involuntary resettlement impact under Gasetsho-Wom *gewog* has been identified, and the project is categorized as a “*Category B*” project under Package 1. The survey has identified four members (two males and two females) from one affected household.

8. **Consultation and Disclosure:** During the project preparation phase, the goals and objectives of the project have been shared with stakeholders (including beneficiaries, affected persons, and institutional stakeholders) through consultation meetings on 13 and 14 October 2025. Stakeholders were briefed on the technical details of the project, the implementation cycle, project benefits, and adverse impacts. A program of continuous consultation and disclosure is proposed to be conducted by the PIU and PMU till project completion.

9. **Grievance Redress Mechanism:** The Resettlement Plan will follow a three-tier project-specific Grievance Redress Mechanism (GRM) as required by the resettlement framework for this project. The GRM will aim to provide a time-bound and transparent mechanism for grievance resolution.

10. **Resettlement Budget and Financing Plan:** The Resettlement Budget and Financing Plan for the Water Flagship Program Support Project “Construction of Integrated Drinking Water and Irrigation Systems in Hetsotsamchu, Gasetsho-Gom, and Gasetsho-Wom Gewogs,” Wangdue Phodrang has been calculated at **Nu. 15,344.41**. This amount includes a 20% contingency provision intended to accommodate any unanticipated impacts that may arise during the construction phase. As part of the approved budget, the PIU, through PMU, disbursed a cash compensation of **Nu. 12,787.01** to the affected individual on 1 December 2025. The payment was made on the same day in the presence of key local and project stakeholders, including the *Mangmi* of Gasetsho-Gom and Gasetsho-Wom *gewogs*, the *Tshogpa* of Haetshokha *chiwog*, the Land Survey Officer, the Project Manager of the PIU, Wangdue Phodrang, and the Social Safeguard Expert from the Project Management Supervision Consultants (PMSC). This process ensured transparency, proper verification, and adherence to the resettlement procedures established for the project. The details are attached in **Appendices 34, 35,36, and 37**.

11. **Institutional Setup:** The Ministry of Finance of the Royal Government of Bhutan (RGOB) will be the Project Executing Agency, responsible for overall strategic approvals, guidance, and monitoring of the project. The PMU is housed in the DOID under the MOIT. The Resettlement plan implementation will be closely monitored by PMU and PIU. The Social monitoring reports will be prepared by the PMSC social safeguard expert, compiled by the PIU and PMU on a semi-annual basis for its submissions to ADB.

12. **Intake Structures.** For the construction of intake structures from the Hetsotsamchu source, located at an elevation of 2225masl [**89.80658°E, 27.36323°N**], and the Delivery point at Tingna is [**89.85194°E, 27.41531°N**] at 2045.975m. The Summary of Transmission Mains is presented in Table 1.

13. The intake point is around 6km from Haetshokha *Chiwog* to the Hetsotsamchu. The objective is to abstract water from the Hetsotsamchu stream by installing new intake structures at this source. The main source is at the Hetsotsamchu stream located at an altitude of 2207masl within the state reserve forest (SRF) under Gasetsho-Wom *Gewog*. The intake works will consist of crest walls, a weir, protection walls, a gravel trap, and a silt trap. This main source is the starting point of the 21.1km raw water transmission mains that will be installed as part of the project. During the site visit, it was confirmed that there are no indigenous people, and for that matter, any other community living around the source and intake points. Therefore, for Indigenous People, the project is classified as a “*Category C*” project.

**Table 1: Summary of Transmission Mains**

<b>SI. No.</b>	<b>Description</b>	<b>Details</b>
1	Length of raw water transmission mains (DI pipe) (km)	5.1 km
2	Length of raw water transmission mains (HDPE pipe) (km)	16 km

Source: Project Design Team, Project Management Unit, Wangdue Phodrang

14. The Resettlement Plan for the Hetsotsamchu Integrated Water Flagship Project is prepared based on the available preliminary design for the project. This document has been prepared and reconfirmed for final involuntary resettlement impacts after the completion of DMS in sections ready for implementation. The draft and final resettlement plan will be reviewed, and upon receipt of ADB's approval, disclosed on the websites of the MOIT and ADB. The contract work will be advertised only after payment of compensation to the affected person is complete, as per the entitlement matrix. The implementing agency will be responsible for handing over the project land/site to the contractor free of encumbrance.

15. **Measures to Avoid and Minimize Involuntary Resettlement Impacts:** To avoid and minimize involuntary resettlement impacts, the project proposes to use government land that is already available. The Contractor will also ensure that access to the farm roads adjacent to the villages is not hindered. To minimize construction impacts, work will be executed between 8 AM and 6 PM. This is to avoid inconveniences to the public residing nearby; however, dust and noise pollution cannot be avoided while trenching, laying, and backfilling the pipes.

16. All safety norms will be strictly adhered to, taking into consideration that the sites are located in areas with sparse settlements. The PIU will also ensure that all necessary rules related to the safety and security of the public and residents are followed by the contractor. The construction schedule in terms of the total pipe laying period, actual work hours, and off-days for laborers will be discussed with stakeholders living proximate to the villages, such as private landowners. It is also a standard practice to display such project details on large boards at visible points adjacent to the construction site activities. These measures will be part of the contract document of the Contractor and will be implemented with careful monitoring by the concerned PIU.

**(v) Objectives of the Resettlement Plan**

17. This Resettlement plan is prepared for the proposed construction of an integrated water supply at the Gasetsho-Gom and Gasetsho-Wom *gewog* based on preliminary and detailed design. It addresses the potential involuntary resettlement impacts due to the project activities, following national laws and ADB SPS (2009).

18. This Resettlement Plan is prepared following ADB SPS, 2009 requirements for involuntary resettlement for Haetshokha *Chiwog*, Gasetsho-Wom *Gewog*, categorized as "*Category B*" projects, and to meet the following objectives:

- (i) to describe the identified scope and extent of land acquisition and involuntary resettlement impacts because of identified project components, and address them through appropriate recommendations and mitigation measures in the Resettlement Plan;
- (ii) to present the socio-economic profile of the population, impacts on the poor and vulnerable, and the needs and priorities of different sections of the population, including women, the poor, and vulnerable, to conduct a baseline study is scheduled to be conducted in January 2026;
- (iii) to describe the process undertaken during project design to engage stakeholders and the planned information disclosure measures, and the process for carrying out consultation with affected persons and facilitating their participation during project implementation;

- (iv) to establish a framework for grievance redressal for affected persons that is appropriate to the local context, in consultation with stakeholders;
- (v) to describe the applicable national and local legal framework for the project, and define the involuntary resettlement policy principles applicable to the project;
- (vi) to define entitlements of the affected person, and assistance and benefits available under the project;
- (vii) to present a budget for resettlement and define institutional arrangements, implementation responsibilities, and implementation schedule for resettlement implementation; and
- (viii) to describe the monitoring mechanism that will be used to monitor the resettlement plan implementation.

#### **(vi) Institutional Framework**

19. For the implementation of the WFP, there will be a set of institutions involved at various levels of the Project. The DOID, Water and Sanitation Division (W&SD), under the MOIT, is the implementing agency (IA). A PMU is established within the DOID, MOIT, headed by a Project Manager. The PMU will be responsible for planning, implementation, monitoring and supervision, and coordination of overall project activities.

20. The PIU will be established at two *Dzongkhags* and one at the *Thromde* level. The PIU will be directly under the PMU and will be responsible for the daily coordination and execution of the project activities. The PIUs will be established at Zhemgang *Dzongkhag* and Hetsotsamchu under Wangdue Phodrang *Dzongkhag* and Thimphu *Thromde*.

#### **(vii) Objective of this Report**

21. This Resettlement Plan is prepared with the objective of documenting that the project triggered unavoidable Involuntary Resettlement impact, such as the acquisition of a small land parcel, i.e., 2.8 decimal dry land, which will be impacted by the construction of an access road from Haetshokha *Chiwog*. No physical displacement, economic displacement, adverse impact on livelihood, community properties, or any other impacts, based on a review of land records, stakeholder consultations, and field visits to proposed project locations, have been envisaged. The Resettlement Plan, therefore, has been prepared for the assessed bulk components (Package 1) after the detailed design is complete. This document provides copies of relevant no objection certificates, land ownership certification, minutes of meetings of the stakeholder consultations, Public consultations, and photographs.

### **C. Scope Of Land Acquisition and Resettlement**

#### **(i) Land Acquisition and Involuntary Resettlement**

22. **Construction of Access Road:** For this project, an access road measuring approximately 6.0km will be developed within the identified land parcels in Haetshokha *chiwog*. Only a small portion of privately owned land measuring 2.8 decimal will be affected by the road alignment, while the remainder of the required area lies on government land. In accordance with resettlement procedures, compensation for the affected private land has been

disbursed before the plot is formally handed over to the contractor for construction activities. The compensation amount has been determined using the applicable 2022 *Chiwog*-wise Land Rates.

23. Field verification confirmed that the impacted land parcel contains no structures, fruit trees, or other assets of economic value. Given the limited scale of the impact, the loss does not result in displacement or any adverse effects on the livelihood of the affected individual.

24. **Appendix 31** presents the Google Earth Maps of the Affected Private Land at Haetshokha *chiwog*, Gasetsho-Wom *Gewog*, Wangdue Phodrang.

25. In Table 2, the land requirement details for the construction of the access road are summarized. All the land for the construction of the 6.0km access road, except for one small private plot, is state-owned.

**Table 2: Land requirement for the proposed access road from Haetshokha *chiwog* to the intake source, Gasetsho-Wom *Gewog***

S. No	Description	Location	Required distance (km)	Land Area Available for the Component (km)	Ownership/ Possession
<b>Access road construction</b>					
1	Construction of an Access road of approximately 6.0km	Haetshokha <i>chiwog</i> to the intake point at Hetsotsamchu under Gasetsho-Wom <i>Gewog</i>	6.0	Construction of an Access Road is about 6.0km, which is confirmed as government land except for a 2.8 decimal private land parcel belonging to one individual.	DOID, MOIT

26. Table 3 presents the ownership status of the land and the assessed involuntary resettlement impacts of the project components. For the construction of an access road, one household having four members will be affected in Haetshokha *chiwog* under Gasetsho-Wom *Gewog*. The acquisition of private land will not trigger physical or economic displacement.

**Table 3: Project Components and Involuntary Resettlement Impacts**

S. N	Name of the Components	Permanent Impact on Land Acquisition and Resettlement	Temporary Impact	Remarks
<b>1. Construction of a 6.0km access road from Haetshokha Chiwog to the intake point at Hetsotsamchu</b>				
	Construction of a 6.0km access road from Haetshokha <i>Chiwog</i> to the intake point at Hetsotsamchu.	2.8 decimal private land parcel belonging to one private individual will be impacted. The rest of the remaining lands are government-owned.	None	The land value has been estimated based on the <i>Chiwog</i> -wise Land Rates-2022 and has been compensated to the affected individual on 1 December 2025. The details of the compensation are provided in the subsequent chapter.

Source: Field visit on 13,14, and 15 October 2025 and 1 December 2025

27. After the field assessments conducted on 13, 14, and 15 October 2025, a census of the affected persons was undertaken on 1 December 2025, which serves as the survey cut-off date in Haetshokha *Chiwog*. This census aimed to confirm the extent of impacts and gather socio-economic information and loss data from the affected households. A follow-up verification visit was also carried out on the same day by the Social Safeguard Expert from the PMSC to validate the involuntary resettlement impacts. The census confirmed that a single household comprising four members would be affected by the project.

28. **Appendix 32** provides profiles of the affected persons, outlining key demographic, livelihood, and household characteristics relevant to the project's social impacts, and **Appendix 33** presents the detailed socio-economic profile of the affected person from Haetshokha, including household composition, income sources, landholdings, and related socio-economic information. The summary of the Involuntary Resettlement Impact is presented in Table 4.

**Table 4: Summary of Involuntary Resettlement Impact**

Sl. No.	Details	No. of Affected HHs/Persons	Remarks
1	Permanent land acquisition	Yes	For the affected land area measuring 2.8 decimal, the affected household has chosen to receive cash compensation. Under the Land Act of Bhutan 2007, land-for-land compensation is not permitted when the affected area is below 10 decimals. Accordingly, the compensation has been processed in monetary form, calculated using the applicable 2022 <i>chiwog</i> -wise Land Rates-2022.
2	Permanent Relocation	None	The small land parcel impacted will not trigger relocation.
3	Permanent loss of structure	None	No impact on permanent, semi-permanent, or temporary structure.
4	Permanent loss of livelihood	None	Not anticipated
5	Temporary loss of access/disruption to livelihood	None	Not anticipated

6	Number of vulnerable affected persons	None	Not anticipated
7	Affected Indigenous People	None	No indigenous peoples' groups or communities reside in project areas.

Source: Field visit, October 2025

Note: In the event of any alignment change, impacts will be re-assessed, and the cut-off date shall be revised accordingly.

## (ii) Indigenous People

29. The field visits and consultations undertaken on 13, 14, and 15 October 2025 reveal that no indigenous people are living at the project site. Consequently, no impacts on indigenous peoples are anticipated under the project in Gasetsho-Wom and Gasetsho-Gom Gewog. The potentially affected individual identified during the field visit does not belong to indigenous peoples' groups. As per ADB SPS 2009<sup>3</sup>, indigenous people's safeguards are triggered if a project directly or indirectly affects the dignity, human rights, livelihood systems, or culture of indigenous peoples or affects the territories or natural or cultural resources that indigenous peoples own, use, occupy, or claim as their ancestral domain. None of the above-mentioned types of indigenous peoples' impacts are assessed in Gasetsho-Gom and Gasetsho-Wom Gewog. Consequently, no Indigenous Peoples Plan is required for this project.

## D. Socio-Economic Information And Profile

30. This section outlines the socio-economic characteristics of the affected household. The information is drawn from data gathered on 1 December 2025 from the household identified in Haetshokha *Chiwog*, where the access road alignment intersects a privately owned land parcel. A total of 2.8 decimal of land will be permanently affected, however, this impact does not result in relocation of the household. The assessment covers key aspects such as social category, the nature of losses, occupation, and income sources. Based on the poverty assessment criteria, the affected household and its members are not classified as vulnerable. The Summary Socioeconomic Profile of Affected Persons is presented in Table 5.

31. **Occupation Profile:** Based on the socio-economic data gathered during the survey on 1 December 2025, it was confirmed that the affected individual relies primarily on agriculture for livelihood. Farming serves as the main source of income and household sustenance, reflecting a dependence on seasonal crop production and related activities.

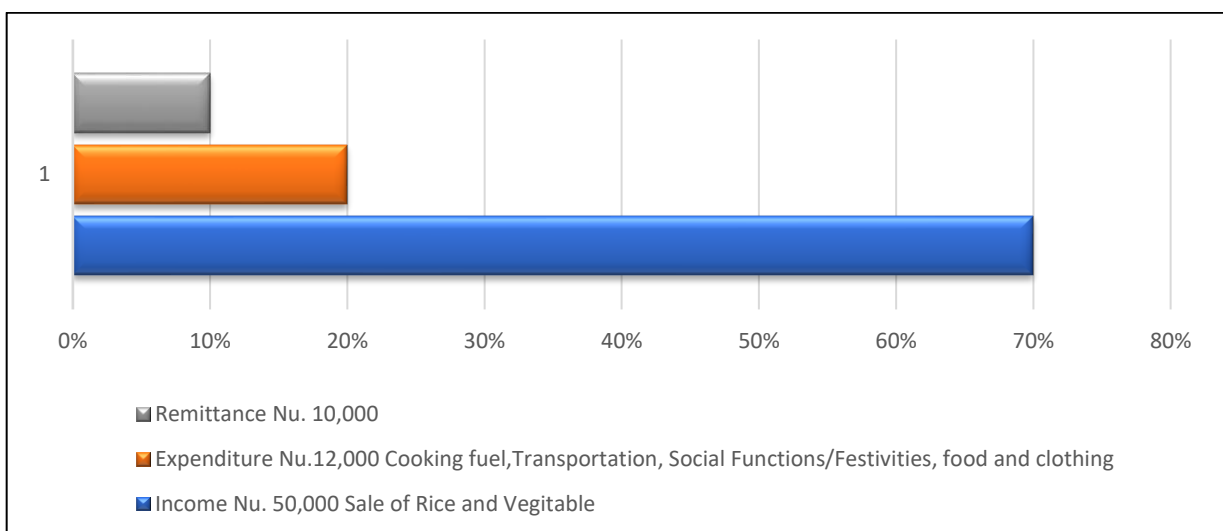
32. **Income Profile:** Based on the data collected during the household survey, the affected household's income is primarily derived from agricultural activities, with approximately 70% coming from the sale of rice and vegetables. An additional 10% of income is contributed through remittances. The total monthly household income is estimated at around Nu. 50,000, which, for a family of four, amounts to roughly Nu. 12,500 per person per month. The household's expenditure pattern indicates monthly spending of approximately Nu. 12,000,

<sup>3</sup> ADB SPS 2009 uses the term indigenous peoples in a generic sense to refer to a distinct, vulnerable, social and cultural group possessing the following characteristics: (i) self-identification as members of a distinct indigenous cultural group and recognition of this identity by others; (ii) collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in these habitats or territories; (iii) customary cultural, economic, social or political institutions that are separate from those of the dominant society and culture; and (iv) a distinct language, often different from the official language of the country or region.

covering essential items such as cooking fuel, transportation, social functions and festivities, food, and clothing.

33. When compared against the Poverty Assessment Report (PAR) 2022<sup>4</sup> benchmarks, the household is well above the national poverty threshold of Nu. 6,204 per person per month. The same report indicates that a minimum of Nu. 2,852 is needed to meet food requirements and Nu. 3,352 for non-food essentials. The affected individual's income level, therefore, demonstrates an adequate capacity to meet both food and non-food needs, suggesting that the household does not fall under the poverty classification. The Income and Expenditure Profile of the Affected Person is presented in Figure 2.

**Figure 2. Income And Expenditure Profile of the Affected Person**



Source: Socio-economic survey conducted on 1 December 2025 at Haetshokha *Chiwog*, Gasetsho-Wom *Gewog*

**Table 5: Summary Socioeconomic Profile of Affected Persons**

A. Summary Socioeconomic Characteristics		Remarks
	Households	Persons
Total number of affected households/persons	1	4 members (2males and 2 females)
Significantly affected	0	0
Non-significantly affected	0	0
Vulnerable Households	0	0
Occupation Profile of affected persons	Farming	
Average Household Size	4 members	
B. Types of losses suffered by Affected Households		
Impact	Number of affected persons/Quantity	Remarks
<b>1. Loss of land</b>		

<sup>4</sup> According to the Poverty Assessment Report (PAR) 2022, the national poverty line is Nu. 6,204 per person per month.

Permanent land acquisition	Yes	2.8 decimal private land
Temporary land acquisition	Nil	Not applicable
<b>2. Loss of structures/permanent relocation</b>		
(i) Residential and other structures	None	Not Applicable
(ii) Residential-cum-commercial	None	Not Applicable
(iii) Commercial	None	Not Applicable
<b>3. Loss of livelihood</b>		
Permanent	None	Not applicable
<b>4. Loss of Crop</b>	None	The impacted land has been fallow for several years.
<b>5. Temporary Impact</b>		
Temporary loss of land	0	
Temporary loss of access/disruption to livelihood	0	
<b>6. Vulnerable affected persons</b>		
Female-Headed Households	1	This household is a titleholder of the affected land parcel and has been compensated.
Persons with disability	0	
BPL	0	

Source: Socio-economic survey and Assets Loss Inventory, Field visits documentation

## E. Information Disclosure, Consultation, and Participation

### (i) Public Consultation

34. During the process of preparation of the draft resettlement plan, consultations<sup>5</sup> with stakeholders were conducted in October 2025. The key stakeholders consulted during resettlement plan preparation include (i) affected persons; (ii) program beneficiaries; and (iii) local government and relevant government agency representatives. The Social Safeguards Expert, Gender Expert, and Environmental Expert from PMSC conducted site visits and a census of affected persons and properties through interviews to determine the impacts of the project. During meetings, stakeholders were briefed about the technical details of the project, the project implementation cycle, and environmental and social safeguards. Consultations covered issues such as awareness and scope of the project components and the benefits of the project. Meaningful consultations shall be conducted throughout the project implementation. Comprehensive records of stakeholder engagement, including consultation details, minutes of meetings, participant lists, and photographic documentation, are provided in **Appendices 10, 11, 12, and 13**. These appendices collectively capture the discussions held, key decisions made, and the individuals involved throughout the consultation process.

<sup>5</sup> ADB SPS requires meaningful consultation to be a process that (i) begins early in the project preparation stage and is carried out on an ongoing basis throughout the project cycle; (ii) provides timely disclosure of relevant and adequate information that is understandable and readily accessible to affected people; (iii) is undertaken in an atmosphere free of intimidation or coercion; (iv) is gender inclusive and responsive, and tailored to the needs of disadvantaged and vulnerable groups; and (v) enables the incorporation of all relevant views of affected people and other stakeholders into decision makings, such as project design, mitigation measures, the sharing of development benefits and opportunities, and implementation issues.

## **(ii) Information Disclosure**

35. This draft final Resettlement Plan will be disclosed to the affected person in a language and manner understandable, and the final and ADB-approved Resettlement Plan will be disclosed and uploaded on the ADB and MOIT websites. The documents will also be available in the PMU office at DOID, MOIT, Thimphu. During the project implementation, all *chiwogs* of Gasetsho-Wom and Gasetsho-Gom *gewogs* will be informed about construction schedules before the commencement of work. Also, signboards will be erected at the strategic sites.

36. The signboards will be in English and the local language and will include at a minimum: (i) section to be affected, (ii) start and end dates, (iii) information on traffic rerouting, if any, and (iv) contact information for questions/grievances.

37. During the subsequent revision of the Resettlement plan (if required), which may entail additional surveys and consultations for which the affected person and other stakeholders may need to be informed, the PIU/PMU will be responsible for issuing various required public notices.

38. For temporary impacts, the start date of census surveys on 1 December 2025 will be considered as a cut-off date communicated to affected persons through the implementation of the community awareness and public participation (CAPP) plan, in the affected area at the start of the census survey, and also by display boards at places visible and accessible to the public. Similarly, the affected person's name list will be published and retained in the site office of the contractor and the PIU, as well as the local government. The outline of the project information disclosure leaflet is attached in **Appendix 39**.

## **(iii) Meaningful Consultation and Participation**

39. The PMU will maintain ongoing consultation and information-sharing throughout the construction phase. A structured consultation and participation plan will be developed at the outset of the project to ensure that engagement activities are scheduled and implemented regularly, in addition to any consultations required as new issues arise during project implementation. As part of capacity building, the PMSC will provide training to the contractor's team, including engineers and safeguard personnel. Before the commencement of civil works, community members shall be informed about the nature of the project, expected impacts, mitigation measures, the grievance redress process, and the contact details of PIU/PMU focal persons.

40. Once the construction contract is awarded, the PMSC will jointly conduct consultations with the contractor, PIU staff, affected persons, and the broader community. During these sessions, the shared GRM will also be introduced to ensure that the contractor, affected household, and community members understand the procedures for registering and resolving concerns.

## **(iv) Follow-up Public Consultation in October 2025**

41. To ensure continued community participation following the detailed design phase, public consultation and participation will be maintained as a continuous, two-way process. Ongoing consultations and project awareness campaigns are designed to strengthen communication channels between stakeholders and the project implementing agencies.

42. Aiming to promote public understanding, particularly among project beneficiaries, and to identify practical solutions to local developmental needs and challenges, consultations were carried out with key stakeholders. Discussions were conducted with the public and relevant local government representatives to ensure inclusive participation and transparency in the decision-making process. The primary stakeholders of the project comprise rural households residing in Gasetsho-Gom and Gasetsho-Wom *gewogs*, where consultations were held on 13 and 14 October 2025. Other key stakeholders include the MOIT through the DOID, the Land and Survey Division, the *Dzongkhag* Agriculture Officer (DAO), the Agriculture Extension Officer (AEO), the Land Record Officer (LRO), the *Gup*, and village headmen under the Wangdue Phodrang *Dzongkhag* Administration. The Basochhu Hydropower Project, which also utilizes water from the Hetsotsamchu source, was not consulted during this round as stakeholder consultations were already conducted with them in 2022.

43. A debriefing on the Hetsotsamchu Integrated Water Supply Project was conducted by the design team and representatives from the Bajo at the MOIT on 16 June 2025. The session included presentations and Google Earth map visualizations to illustrate the proposed design and alignment. During subsequent site visits, consultations were held with key stakeholders in accordance with ADB's requirements on social safeguards and stakeholder engagement. A consultative meeting with the Wangdue Phodrang *Dzongkhag* Administration, including relevant sectoral officials, was organized at Wangdue *Dzongkhag* on 13 October 2025. Additional consultations were conducted with local government representatives at the Gasetsho-Gom *gewog* Centre, including the *Gup* and sector officials, on 14 October 2025. Furthermore, community-level consultative meetings were held with residents of three *chiwogs* under Gasetsho-Gom and Gasetsho-Wom *gewogs* on 13 and 14 October 2025 to gather feedback, discuss local concerns, and ensure inclusive participation in the planning process.

44. During the 2022 field visits, the proposed alignment was found to traverse State Reserved Forest (SRF) areas, follow existing farm roads, and cross three community forests. Consultations with the respective community forest groups were not repeated during the October 2025 visit, as these had already been completed in 2022. The 2022 DDR concluded that no portions of the transmission main pipeline or associated structures would fall on private land or within the premises of any religious institutions, and that all components would be located on government land or within the Right-of-Way (ROW) of existing government roads. However, the field inspection carried out on 13, 14, and 15 October 2025 identified one private land parcel that will be impacted, contrary to the earlier findings. This impact is considered unavoidable.

45. The consultation meetings were conducted to inform the public about the project, assess the existing drinking and irrigation water conditions, and verify potential land acquisition impacts. These consultations also aimed to minimize any risks of involuntary resettlement in accordance with ADB's SPS-2009. Through the discussions, participants initially raised concerns regarding three potentially affected land parcels. However, subsequent detailed field verification based on the final design confirmed that one private land parcel would be affected by the proposed project components, i.e., construction of an access road from Haetshokha *Chiwog* to the intake source at Hetsotsamchu.

46. Consultations held on 13 and 14 October 2025 are compiled in **Appendices 15 to 24**. **Appendices 15** and **16** cover the stakeholders' consultation at Wangdue Phodrang *Dzongkhag* on 13 October 2025, followed by the public consultation at Haetshokha *Chiwog*, detailed in **Appendices 17** and **18**. Consultations on 14 October 2025 are documented in

**Appendices 19 and 20** for the Gasetsho-Gom Gewog stakeholders' meeting, and in **Appendices 21 and 22** for the public consultation at the Gasetsho-Wom Conference Hall. The public consultation NOC at Tapchhekha is presented in **Appendix 23**, with its participant list in **Appendix 24**. The Summary of Public Consultations is presented in **Appendix 38**.

47. This Resettlement Plan will be made available at public locations on the websites of the government (MOIT) and ADB. The PIU/PMU will further coordinate the schedule with the contractor and ensure public consultations (if necessary) are carried out before the start of civil works and during the implementation phase.

## **F. Grievance Redress Mechanism**

### **(i) Common Grievance Redress Mechanism**

48. The project is required to have a GRM to provide a platform for people who are affected by the project to submit their grievances and a mechanism for the project to resolve grievances received from affected communities. This GRM is applicable if there are unanticipated impacts during the project implementation and construction phase. A Grievance Redressal Committee (GRC) to be constituted at the PIU (*dzongkhag* administration) level as well as the central/PMU (MOIT) level.

49. The GRM follows a tiered system, starting at Level 1, Level 2, and Level 3 (the GRC level at PMU) to resolve any grievances or complaints. The GRM process will ensure that grievances and complaints regarding land acquisition, compensation, and resettlement, or other social and environmental issues, will be addressed in a timely and satisfactory manner. People will be made aware of their rights and the detailed procedures for the filing of grievances. The PIU will undertake outreach activities to make people aware of the GRM, which will also be uploaded to the MOIT website, both in English and *Dzongkha*. GRM structure and the name and contact details of the focal persons will also be displayed on notice boards at the project sites, PMU, and PIU.

**Level 1. The first level of the Grievance Redress Mechanism.** Aggrieved persons may first approach the Contractor's site representative and/or project manager in case of complaints related to construction-related nuisances. The complaint must be recorded in the site register, and the Contractor should provide a resolution to the complaint within 5 days. In case the complaint is not resolved at this level, the aggrieved persons can then file a complaint with the PIU. Aggrieved persons are entitled to lodge complaints regarding any aspect of the land acquisition, entitlements, benefits, or rates of payment, as well as any project-related social or environmental issues. Complaints can be made verbally or in written form. All complaints must be recorded by the PIU, including actions taken to resolve the complaint. Complaints, their nature, and resolution should be mentioned in the quarterly progress reports.

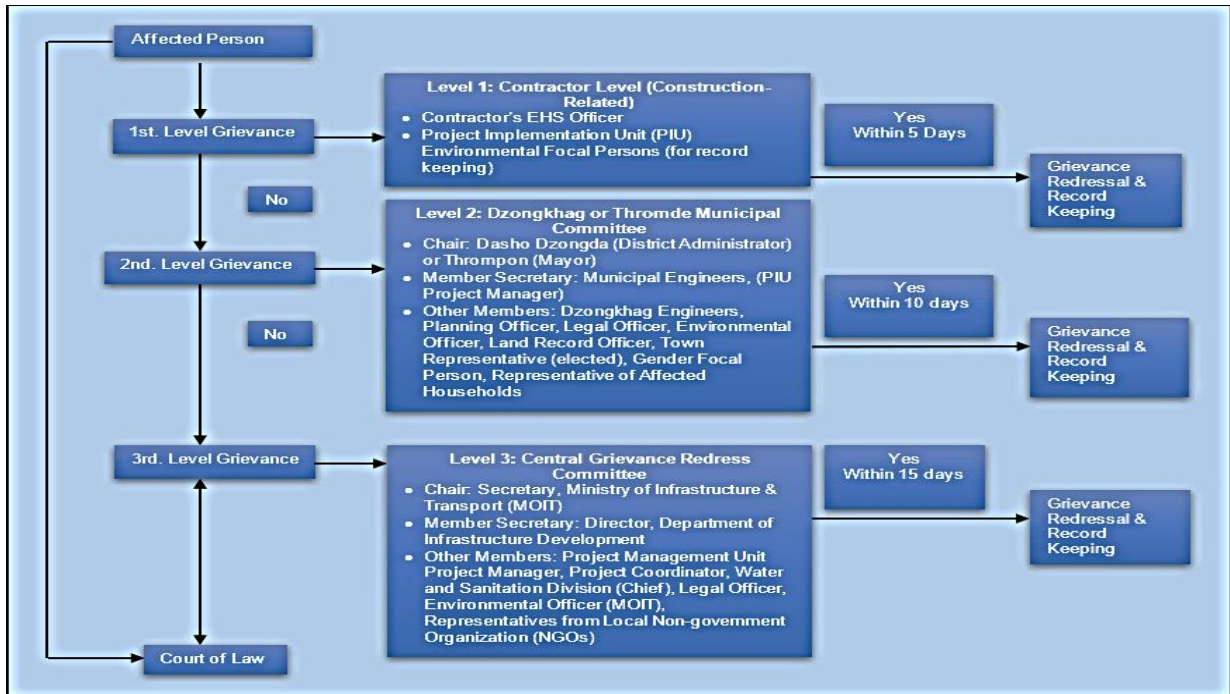
**Level 2. The second level of the Grievance Redress Mechanism.** At this level, the Project Manager, PIU, will coordinate with the GRC. The GRC should be in place before project implementation. This committee shall comprise of: (i) *Dzongdag* (*Dzongkhag* administrator) as the Chairman; (ii) *Dzongkhag* engineer/chief engineer (PIU's project managers) as member secretary; (iii) project engineer (PIU's Project Engineer); (iv) *Dzongkhag* planning officer; (v) *Dzongkhag* legal officer; (vi) *Dzongkhag* environmental officer; (vii) *Dzongkhag* land record officer, (viii) Local government (elected); and (ix) GESI focal person of PIU's. The aggrieved person who filed the complaint (or representative/s from

the affected household/s) will be called to present his or her case, and deliberation on the case will be done through a proper hearing or mediation. It will be the responsibility of the *Dzongkhag* to resolve the issue within 10 days from the date the complaint is received. Minutes of the meeting and resolution will be recorded for purposes of project monitoring. If the complaint is unresolved at this level, the PMU, PIU, or the *Dzongkhag* Administrator will inform the aggrieved person accordingly and assist them in elevating the complaint to the PMU or Central Grievance Committee.

**Level 3. The third level of the Grievance Redress Mechanism.** Grievances not redressed at the *Dzongkhag* committee within 15 days will be brought to the Central Grievance Redress Committee at the MOIT level. The Central Grievance Redress Committee will comprise of: (i) Secretary, MOIT (Chairman); (ii) Director General, DOID (Member secretary); (iii) Project manager, PMU; (iv) Project coordinator, PMU; (v) Legal officer, MOIT; (vii) Focal engineer for the respective *Dzongkhag*; (viii) and Gender officer (MOIT). It will be the responsibility of the central grievance committee to resolve the issue from the date the complaint is received. An aggrieved person can at any point in time take the complaint/grievance to an appropriate court of law. The court will have the final authority on the case. Aggrieved persons may seek recourse through the legal system at any stage of the GRM process. The GRM notwithstanding, an aggrieved person shall have access to the country's legal system at any stage. This can run parallel to accessing the GRM and is not dependent on the negative outcome of the GRM.

**ADB Accountability Mechanism.** If the established GRM is not able to resolve the issue, the aggrieved persons/communities can also use the ADB Accountability Mechanism by directly contacting (in writing) the Complaint Receiving Officer at ADB headquarters. Before submitting a complaint to the Accountability Mechanism, it is recommended that affected people make an effort in good faith to resolve their problems by working with the concerned ADB operations department (in this case, the Bhutan Resident Mission (BHRM)). Only after doing that, and if they are still dissatisfied, do they approach the Accountability Mechanism. The complaint can be submitted in any of the official languages of ADB's Developing Member Countries. The ADB Accountability Mechanism information will be included in the Project Information Document to be distributed to the affected communities, as part of the project GRM. The sample grievance registration format is attached in **Appendix 40**. The Grievance Redress Mechanism is presented in Figure 3. Indigenous Peoples Impact Screening Checklist, Circular on Indigenous Peoples under the Environmental and Social Assessment of development partners, and Involuntary Resettlement Category Form Screening Checklist are appended in **Appendices 43, 44 and 45**.

**Figure 3: Grievance Redress Mechanism**



MOIT=Ministry of Infrastructure and Transport, DOID=Department of Infrastructure Development, EHS=Environmental Health and Safety, PIU= Project Implementation Unit, PMU=Project Management Unit, NGOs= Non-government Organizations

**Information Dissemination Methods about GRM.** Periodic community meetings will be held by the PIU representative with affected communities to understand their concerns and help them through the process of grievance redress (including translation from local dialect/language, recording and registering grievances of non-literate affected persons, and explaining the process of grievance redress), if required. The Grievance Redress Process will be discussed with the different stakeholders during stakeholder consultation meetings. These meetings will be held with affected persons and community members (beneficiaries) and the concerned local government representatives, where civil works are proposed. The process and timelines for grievance redress and contact details of the persons responsible for grievance redress will be shared in the stakeholder meetings. Action taken in respect of all complaints will be communicated to the complainant by letter, over the phone or e-mail, or text messaging.

**Consultation Arrangements for GRM.** This will include group meetings and discussions with affected persons, to be announced in advance and conducted at the time of day agreed on with affected persons, and conducted to address general/common grievances; and if required, with the Environment/Social Specialist of PMU/PIU for one-on-one consultations. Non-literate affected persons/vulnerable affected persons will be assisted to understand the grievance redress process, at the site office of the Contractor, and at PIU's level, the official appointed to receive grievances will assist the non-literate affected persons to register complaints and follow up with actions at different stages in the process.

**Record Keeping.** Records of all grievances received, including contact details of complainant, date of receiving complaint/grievance, nature of grievance, agreed actions and measures, the date these were affected, and outcome, will be kept by PIU. The number of grievances recorded and resolved, and the outcomes will be displayed/disclosed in the PIU

office, as well as reported in the semi-annual social and environmental monitoring reports to be submitted to ADB. The Environmental Officer and the Social Safeguard Officer will be responsible for maintaining the grievance record.

**Periodic Review and Documentation of Lessons Learned.** The PMU and PIU, supported by the PMSC, will periodically review the functioning of the GRM and record information on the effectiveness of the mechanism, especially on the PIU's ability to prevent and address grievances.

**Costs.** All costs involved in resolving the complaints (meetings, consultations, communication, and reporting/information dissemination) will be borne by the PMU and/or PIU.

## **G. Legal Framework**

50. The policy framework and entitlements for the PMU, DOID under the MOIT are based on:

### **(i) Land Act of Bhutan, 2007**

- (i) The government is empowered to acquire registered land for the public interest, with the owner provided with substitute land or cash payment, or both, as compensation. The landowner has the option to choose land or cash compensation in rural areas.
- (ii) The land under acquisition shall be taken over only after registering the substitute land in the name of the affected landowner, or the cash compensation has been made to the landowner. (Section 158)
- (iii) The land owners have the right to contest the area of the land determined by the Investigation Committee on the cadastral records. They shall file an objection to the Investigation Committee within 30 days of the distribution of the report. Under such circumstances, the Investigation Committee may carry out further investigations and shall submit its final report within the next 30 days after the submission of any objection. (Section 49)
- (iv) Any government institution may acquire registered private lands for public purposes. As required, the government agency applying for land acquisition must submit the application to the NLC for approval. If approved, the Dzongkhag Land Acquisition Committees (DLAC) shall serve notices to the landowners at least 3 months before the acquisition. The DLAC shall look for substitute land and a process for forestry and environmental clearance. The compensation and valuation estimate for crops, land, fruit trees, and structures must be processed accordingly. The DLAC shall prepare a detailed report and submit it to NLC within 1 month. The land shall be acquired only after the substitute land has been registered and the acquiring government agency has fully paid the cash compensation to the landowners. (Sections 196 to 202)

**(ii) Comparison between the Land Act of Bhutan 2007, and ADB SPS, 2009**

51. The Resettlement plan is guided by applicable national laws, regulations, and the ADB SPS-2009. The Land Act of Bhutan 2007 delineates the operationalized administrative processes at the local level. The Land Act of Bhutan 2007 manages, regulates, and administers the ownership and use of land for socioeconomic development and environmental well-being of the country through efficient and effective land administration, security of land tenure, equal opportunity to land, facilitation of operation of the land market, effective use of land resources, and conservation of the ecosystem.

52. ADB SPS-2009 emphasizes avoidance of involuntary resettlement wherever possible; minimizing involuntary resettlement by exploring project and design alternatives; enhancing, or at least restoring, the livelihoods of all displaced persons in real terms relative to pre-project levels; and improving the standards of living of the displaced poor and other vulnerable groups. The SPS-2009 also recognizes that both titleholders and non-titleholders are considered project-affected persons.

53. A comparison of the key requirements and suggestions on the address of gaps during program implementation through the targeted involuntary resettlement principle for the project is proposed. Table 6 summarizes the gaps between the National Legislation and ADB Safeguard Policies and the measures to bridge the gaps. The entitlements matrix is presented in Table 7.

**Table 6: Comparison between the National Laws and ADB SPS-2009**

<b>Issues</b>	<b>ADB SPS-2009</b>	<b>Land Act of Bhutan 2007</b>	<b>Measures to Bridge Gaps</b>
Involuntary Resettlement	Involuntary Resettlement (IR) should be avoided or minimized as much as possible. Design alternatives to be explored to minimize IR impacts.	Involuntary resettlement impact avoidance is not specified in the Act.	Designs should be optimized to the extent possible to minimize involuntary resettlement impacts by the project authorities.
Census and Social Impact Assessment of APs/DPs	Client/ borrower will conduct socio-economic surveys and census of all identified who will be affected/ displaced by the project, along with the inventory of losses.	The Act does not mention the socio-economic surveys; however, the acquisition process does prepare a list of landowners who will be impacted.	A Census (which should be conducted following the detailed measurement survey) and a detailed socio-economic survey of all affected/displaced persons will be conducted along with an inventory of losses. The resettlement Plan will be based on this data.
Eligibility of APs/DPs	Ensure that displaced persons without titles to land or any recognizable legal rights to land are eligible for resettlement assistance and compensation for loss of non-land assets.	The Act refers to the landowners (title holders) only.	The Resettlement Plan recognizes all the following affected persons (i) landowners; (ii) their legal successors in their absence/demise; (iii) individuals to whom the AP has sold the acquired land parcel; and (iv) the land users or non-titleholders.
Valuation of Land	Valuation of land and assets is to be at replacement cost, as determined by the market	It is not specifically mentioned in the Act. It is mentioned that PAVA	Replacement costs will be independently assessed. If the Cash Compensation as per the

	rate and all transaction costs.	2022 shall fix the value of land considering land category, its current use, location in relation to accessibility to the vehicular road, immovable property, local market value, and other elements. PAVA 2022 shall also be responsible for fixing the non-development fiscal measures specified in Section 130 of this Act. Valuation of the acquired land is calculated based on the <i>Chiwog-wise Land Rates-2022</i> .	<i>Chiwog-wise Land Rates-2022</i> matches the replacement cost, this compensation amount shall be considered, and in case of gaps with government valuation, additional top-up payments, preferably in kind, will be provided to the affected person to ensure replacement costs for their land and assets.
Valuation of structure	The structural cost will be assessed at the replacement cost of assets without taking into consideration any depreciation cost.	It is not mentioned in the Act.	The cost of impacted structures will be independently assessed at replacement value. If the Cash Compensation as per the Bhutan Schedule Rates (Civil) (BSR-2024) matches the replacement cost, this compensation amount shall be considered, and in case of gaps with government valuation, additional top-up payments, preferably in cash, will be provided to affected people to ensure replacement costs for their lost structures and assets.
Relocation	(i) if there is relocation, secured tenure to relocation land, better housing at resettlement sites with comparable access to employment and production opportunities, integration of resettled persons economically and socially into their host communities, and extension of project benefits to host communities; (ii) transitional support and development assistance, such as land development, credit facilities, training, or employment opportunities; and (iii) civic infrastructure and community services, as required.	The location of substitute land to be allotted in rural areas shall be in the order of preference of the same <i>Gewog</i> and <i>Dzongkhag</i> . ( <i>Section 155</i> )  The landowner shall have no choice over the location of substitute land provided by the Government. ( <i>Section 156</i> )  The Act does not mention transitional support.	Affected households (HHs) and businesses will receive relocation assistance for shifting as well as support from the appropriate government authority in identifying and negotiating an alternative place to stay/ resettlement site.
Economic	Compensation for loss of	The Act has no reference	All economically affected people

Displacement	income and improvement, or at least restore the livelihoods of all displaced persons.	to economic displacement or income loss.	will be compensated for the loss of income and supported to at least restore and preferably improve their livelihoods.
Cut-off-dates	The borrower/client will establish a cut-off date for eligibility.	It is not addressed under the Act.	The date of the census/survey will be considered the cut-off date for the identification of project-affected persons and shall include both title holders and non-title holders.
Meaningful Consultations	Carry out meaningful consultations with affected persons, host communities, and concerned non-government organizations. Inform all displaced persons of their entitlements and resettlement options. Ensure their participation in the planning, implementation, monitoring, and evaluation of resettlement programs.	The Act does not mention consultations with landowners.	Stakeholder consultations will be an integral part of the project; pre-informed stakeholder consultations will be conducted throughout the entire project lifecycle with a special focus on resettlement plan preparation and implementation. The consultations will be properly documented.
Grievance Redress Mechanism (GRM)	Establish a culturally appropriate and gender-inclusive grievance mechanism to receive and facilitate the resolution of the APs and Indigenous Peoples' concerns.	The land owners have the right to contest the area of the land determined by the Investigation Committee on the cadastral records, they shall file an objection to the Investigation Committee within 30 days of the distribution of the report. Under such circumstances, the Investigation Committee may carry out further investigations and shall submit its final report. ( <i>Section 49</i> ) However, these objections are not related to land acquisition or compensation issues.	A dedicated GRM shall be developed by the project proponent for the project, and information on the same should be disclosed to the affected persons and other stakeholders.
Information Disclosure	Disclose a draft resettlement plan, including documentation of the consultation process on time, before project appraisal, in an accessible place and a form and language(s) understandable to affected persons and	The Act describes notifying the affected landowners through notices under different sections of the Land Act.	The resettlement plan, along with the Entitlement Matrix (EM), will be disclosed locally, in the local language, and also on the website of the project proponent.

	other stakeholders. Disclose the final resettlement plan and its updates to affected persons and other stakeholders.		
Safeguarding needs of vulnerable groups <sup>6</sup>	Particular attention should be paid to vulnerable groups, especially those below the poverty line, the landless, the elderly, women and children, and Indigenous Peoples, and those without legal title to land, and ensure their participation in consultations.	The Act does not have any special provisions or assistance for vulnerable groups.	Special assistance measures for vulnerable groups will be provided as per the entitlement matrix in this resettlement document.

## H. Entitlements, Assistance, and Benefits

### (i) Types of Losses and Affected Person Category

54. According to ADB SPS-2009, in the context of involuntary resettlement with the involuntary acquisition of land and the residential existing on the plot therein. Also, in the context of economic impacts, affected persons are those who are economically displaced (structures, assets, access to assets, income sources, or means of livelihood). The absence of a formal and legal title to the land does not bar the affected person from receiving compensation and resettlement assistance from the project. Vulnerable affected persons are eligible for additional compensation and assistance and are to be accorded priority in employment in project-related construction activities.

### (ii) Entitlements

55. As per the agreed resettlement plan, the affected person will be eligible for compensation for various categories of loss.

56. **Plot TWM-138 (Impact Confirmed).** After assessing all practical alternatives, it was determined that a temporary impact on a small land parcel of Plot No. TWM-138 is unavoidable. The exact boundaries of the construction Right-of-Way (ROW) passing through this plot were jointly identified and mutually agreed upon with the landowner on 1 December 2025. Field verification confirmed that only one private land parcel measuring 2.8 decimals will be affected. The land has remained fallow for several years, as no family members are currently available to cultivate it.

57. The landowner was subsequently briefed on the agreed approach and reconfirmed that she has no objection, provided that the land compensation is provided. An NOC has been prepared accordingly, signed by the landowner, and endorsed by the village *Tshogpa*.

<sup>6</sup> According to the Bhutan Vulnerability Baseline Assessment-2016 report by Gross National Happiness Commission Secretariat, RGOB and UNDP, the following are identified as vulnerable groups: (i) people who beg, (ii) children in conflict with law (CICL), (iii) elderly in need of support, (iv) female workers working at *Drayangs*, (v) persons practicing risky sexual behaviors, (vi) persons using drugs and alcohol, (vii) persons with disability, (viii) orphans, (ix) out of school children, (x) people living with HIV/AIDS (PLHIV), (xi) single parents and their children, (xii) unemployed youth, (xiii) victims of domestic violence, and (xiv) vulnerable urban dwellers. <https://www.gnhc.gov.bt/en/wp-content/uploads/2017/11/UNDP-Book-for-Website.pdf>

58. In accordance with the agreement, the affected landowner has agreed to provide 2.8 decimals of private land for the project and has chosen to receive cash compensation. Under the Land Act of Bhutan 2007, land-for-land replacement is not applicable, given the small size of the affected area. A draft Resettlement Plan has been prepared and will be submitted to the ADB for review. If no comments are received from the ADB, the final Resettlement Plan will be uploaded to the MOIT and ADB websites. No civil works under Package 1 will begin until the Resettlement Plan is formally approved by the ADB. The implementing agency will ensure that the site is handed over to the contractor free of any encumbrances.

Table 7: Entitlement Matrix

Sl. No.	Type of Loss	Application	Definition of Entitled Person	Compensation Policy	Implementation Issues	Responsible Agency
<b>1. Loss of Government Land</b>						
1-a	Loss of Government Land	Government land	None	Not applicable	The start date of the census survey will serve as the cut-off date.	PMU, through PIU, will ensure the provision of notice.
<b>2. Loss of Residential Structures</b>						
2-a	Loss of residential structure	None	Not applicable	Not applicable	Not applicable	Not applicable
<b>3. Loss of Commercial Structures</b>						
3-a	Loss of Commercial Structures	None	Not applicable	Not applicable	Not applicable	Not applicable
<b>4. Loss of Livelihood</b>						
-a	Loss of Livelihood	None	Not applicable	Not applicable	Not applicable	Not applicable
<b>5. Impact on Vulnerable Affected Persons (APs)</b>						
-a	Impacts on vulnerable affected persons	None	Not applicable	<ul style="list-style-type: none"> <li>• Loss of land.</li> <li>• Vulnerable affected persons will be given priority in employment in the project construction and project operation activities.</li> </ul>		<ul style="list-style-type: none"> <li>• PIU will conduct a training needs assessment in consultation with the affected person.</li> <li>• The contractor will maintain gender-disaggregated data on vulnerable persons employed in project construction/ operation work.</li> </ul>

Sl. No.	Type of Loss	Application	Definition of Entitled Person	Compensation Policy	Implementation Issues	Responsible Agency
						<ul style="list-style-type: none"> <li>PIU will maintain records of vulnerable persons provided with skill training.</li> </ul>
<b>6. Any Other Unanticipated Impact</b>						
6-a	Any other loss not identified			<ul style="list-style-type: none"> <li>Any unanticipated impacts of the project will be documented and mitigated based on the principles agreed upon in this Resettlement Plan and guided by ADB's SPS-2009.</li> </ul>		<ul style="list-style-type: none"> <li>PMU, assisted by PIU, will ascertain the nature and extent of such loss.</li> <li>PMU will finalize the entitlements in line with the Resettlement Plan.</li> </ul>

## I. Relocation of Housing and Settlement

59. The proposed access road alignment from Haetshokha *chiwog* to the Hetsosamchu intake point will impact a small private land parcel of 2.8 decimal, which has remained unused for several years. The affected person has therefore opted for cash compensation. Under the Land Act of Bhutan 2007, land-for-land compensation is only applicable for affected land exceeding 10 decimals and must be provided within the same *gewog* and *Dzongkhag*. Given the small size of the impacted land, the affected person will not require relocation.

60. Field verification confirmed that the affected land parcel contains no temporary, semi-permanent, or permanent structures, nor any trees of economic value. Cash compensation for the 2.8 decimal land was disbursed on 1 December 2025 outside Haetshokha *Lhakhang*, based on the 2022 *Chiwog*-wise Land Rates-2022. The payment was witnessed by the *Mangmi* of Gasetsho-Wom and Gasetsho-Gom *gewogs*, the Haetshokha village *Tshogpa*, the Project Manager of PIU Wangdue Phodrang, the Land Survey Officer of Wangdue Phodrang, and the PMSC Social Safeguards Expert.

## J. Income Restoration and Rehabilitation

61. The annual income of the affected persons (APs) is primarily derived from two sources: agricultural production and remittances, with agriculture constituting the more significant portion of household earnings. Despite the acquisition of a small portion of land for the project, a reduction in income is not expected. This is because the vegetables and other crops that contribute to the household's agricultural income can continue to be cultivated on the remaining land, ensuring continuity of production. Moreover, the land being acquired is dry land and unproductive, no potential impact on agricultural output is expected. Therefore, the project is not anticipated to cause a substantial loss of income for the affected household, and their livelihood from agricultural activities is expected to remain largely unaffected.

## K. Resettlement Budget And Financing Plan

62. The resettlement budget for Package 1 of the WFPSP includes provisions for cash compensation to the affected household for the 2.8 decimal land impacted by the access road alignment. The compensation amount was calculated based on the 2022 *chiwog*-wise Land Rates-2022, ensuring that the valuation reflects local market conditions. In addition, a 20% contingency has been included in the budget to address any unforeseen impacts that may arise during the construction of the access road. Detailed cost breakdowns and the Resettlement Budget are provided in Table 8.

63. The disbursement process was facilitated by a coordinated effort involving the PIU and PMU teams from the DOID, as well as the Social Safeguards Expert from PMSC. These costs represent the best available estimates confirmed through detailed project preparation and planning activities. The total resettlement budget for the project, including the 20% contingency, amounts to **Nu. 15,344.41**. Out of this, the cash compensation for the 2.8 decimal land parcel was finalized at **Nu. 12,787.01** and was disbursed on 1 December 2025 through the PIU and PMU under the supervision of DOID, MOIT, and other local government authorities.

## Details of the Resettlement plan budget estimation

(i) **The total number of affected persons:** (i) The project is estimated to affect a single household comprising four members, based on findings from site visits, household interviews assessing assets, and the income loss survey conducted in Haetshokha *Chiwog*, Gasetsho-Wom *Gewog*, Wangdue Phodrang.

(ii) The resettlement budget includes a 20% contingency to accommodate any unforeseen impacts that may arise during the execution of civil works at the detailed design and construction stages.

**Table 8: Resettlement Budget**

S. No	Item	Unit/ Number of affected persons (APs)	Unit Rate(Nu.)	Amount(Nu.)
<b>A</b>	<b>Resettlement Costs</b>			
1	Compensation for the affected private land <sup>7</sup>	1 affected households	Nu. 4,566.79 per decimal x 2.8 decimal based on the <i>Chiwog</i> -wise Land Rates-2022	12,787.01
			<b>Sub-Total A</b>	<b>12,787.01</b>
<b>B</b>	Contingency (20%)			2,557.40
			<b>Grand Total (A+B)</b>	<b>15,344.41</b>

## L. Institutional Arrangements and Responsibilities

### (i) Institutional Arrangement

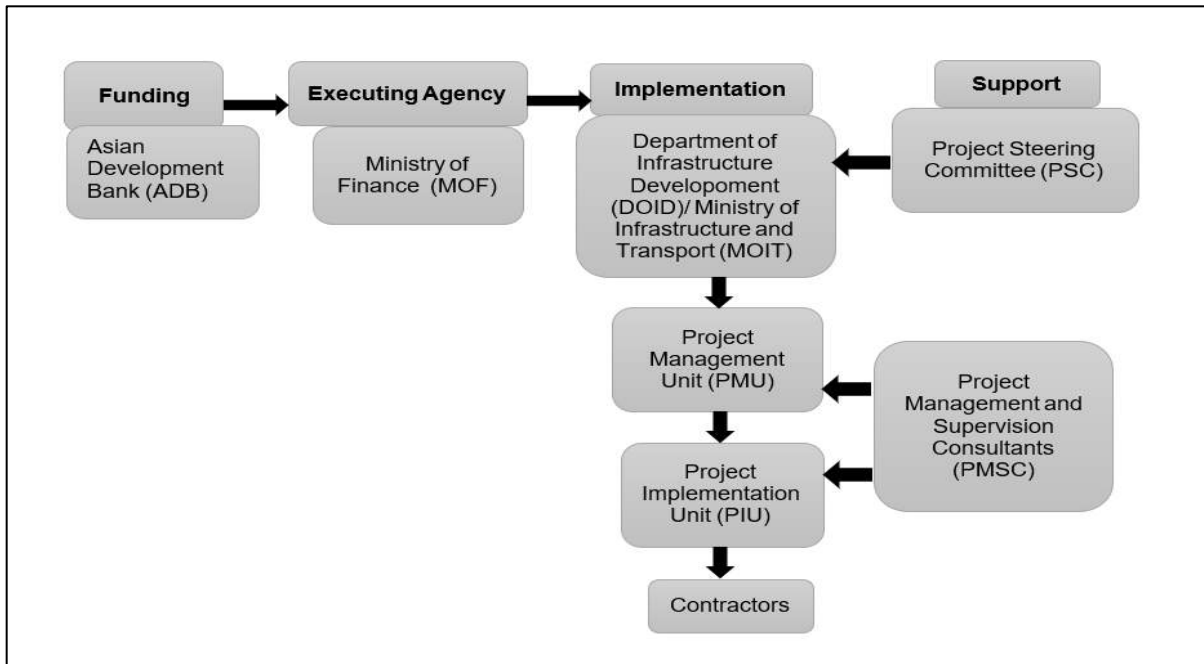
64. The Ministry of Finance (MOF) will be the executing agency (EA), and the Department of Infrastructure Development (DOID), MOIT will be the implementing agency for the proposed Water Flagship Program Support Project-Construction of Integrated Drinking Water and Irrigation from Hetsotsamchu, Gasetsho-Gom, and Gasetsho-Wom *Gewogs*, Wangdue Phodrang. MOF and MOIT will engage relevant government agencies and NGOs in designing and operationalizing the project. International and national consultants have been recruited to provide expert assistance. A central project steering committee (PSC) set up under the project will facilitate and ensure adequate coordination among relevant stakeholders and provide guidance for PMU and PIU for this proposed Project. In particular, the PSC will: (i) meet at least semi-annually or more frequently if required; (ii) guide for and ensure the implementation of government and ADB policies for the proposed Project; (iii) assist in resolving any interagency implementation problems; (iv) review relevant reports and audit statements from PMU and PIU, as and when required; and (v) ensure that conditions of the Grant Agreement with ADB are met.

<sup>7</sup> Grievance redress costs are part of the contractor's budget, and PMU/PIU budgets, hence not presented in the budget table, and consultation costs are included in consultancy costs and hence not included in this budget. All costs incurred by the affected or aggrieved person to access the project GRM / attending GRC meeting/s for the resolution of the grievance will be borne by the project from the budgeted contingency provisions.

65. DOID, being the implementing agency for the project, will be responsible for the management, coordination, and execution of all activities funded under the loan. A PMU at DOID has been created, which will be responsible for implementing the project. The PMU will be headed by a Project Manager and supported by PIU at the *Dzongkhag* level.

66. The PMU and PIU will be further supported by a PMSC in project management and implementation. Figure 4 provides the overall project implementation arrangement.

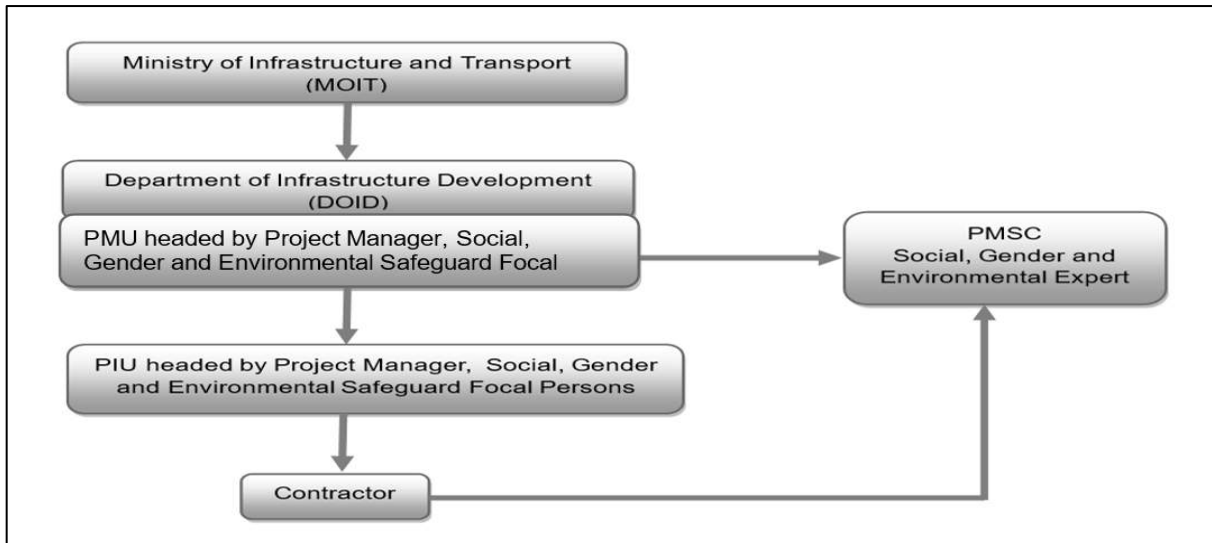
**Figure 4: Overall Project Implementation Arrangement**



## (ii) Specific Institutional Arrangement for Social Safeguards

67. To ensure the timely and effective implementation of the project, the executing and implementing agencies (EA/IA) must have an instructional arrangement in place. The project has the Water and Sanitation Division, DOID, MOIT in Thimphu as the EA. A PMU is established within the DOID (Water and Sanitation Division), MOIT, headed by a Project Manager for overall project management. The PMU will be responsible for planning, implementation, monitoring and supervision, and coordination of overall project activities. The PIUs will be established at two *Dzongkhags* and one at the *Thromde* level and will be directly under the PMU and will be responsible for the daily coordination and execution of the project activities. The PIU at the *Dzongkhag* Administration, Wangdue Phodrang, is the implementing agency (IA). An Institutional Arrangement for this project is presented in Figure 5.

**Figure 5: Institutional Arrangement**



**Roles and Responsibilities of the PMU in Social Safeguards.** The PMU will work closely with the PIU in implementing the social safeguards requirements of project implementation. The PMU will be headed by a Project Manager (PM), and the PMU will be staffed with at least one social and gender safeguards and environmental safeguards focal person who will be responsible for resettlement safeguard, gender, and environmental expert for implementation in compliance with ADB SPS-2009 and national laws. The PMU will be supported by PIU and PMSC.

**Tasks of the Social Safeguard Officer at the PMU Level.** Key social safeguard tasks and responsibilities at the PMU level are as follows:

**Responsibilities:**

- i. Ensure that all projects strictly adhere to the agreed project selection criteria.
- ii. Review and finalize project categorization in relation to involuntary resettlement and impacts on Indigenous Peoples.
- iii. Issue public notifications for land or property acquisition, as required, including details of the project and the applicable cut-off date.
- iv. Ensure that the approved Resettlement Plan/updated DDR are incorporated into bidding documents and civil works contracts.
- v. Include the Water Safety Plan, as recommended under the Water Regulation of Bhutan (2014) and WHO guidelines, in all relevant bidding documents and contracts.
- vi. Provide oversight on social safeguard compliance, ensuring that mitigation and avoidance measures outlined in the Resettlement Plan, Environmental Management Plan (EMP), and updated DDR are properly implemented by PIU and contractors.
- vii. Ensure that project contracts include specific provisions enabling vulnerable groups to benefit from the facilities developed under the project.

- viii. Facilitate and ensure compliance with all relevant government rules and regulations, including obtaining NOCs, verifying land ownership and transfer records, and integrating these into project safeguard documents.
- ix. Guide and supervise PIU in effectively monitoring social safeguards and resettlement activities.
- x. Review, monitor, and evaluate the implementation and effectiveness of the Resettlement Plan and updated DDR, recommending corrective actions as needed.
- xi. Compile monthly social safeguard and gender monitoring reports from PIU and PMSCs, and submit consolidated Semi-Annual Social Safeguard Monitoring Reports (SSMRs) to ADB.
- xii. Ensure timely disclosure of finalized Resettlement Plan/updated DDR in accessible formats and locations for the public and affected persons.
- xiii. Address grievances raised through the GRM promptly and effectively.
- xiv. Oversee training needs assessments for affected and vulnerable persons, and coordinate livelihood restoration programs or linkages with government initiatives when significant impacts are identified.
- xv. Identify and coordinate capacity building and training activities for PIU and contractors on Resettlement Plan, DDR, and GRM implementation.
- xvi. Coordinate public awareness and information dissemination related to resettlement provisions through appropriate print and electronic media channels.

1. **Roles and Responsibilities of the PIU in Social Safeguards.** The PIU will be responsible for the day-to-day activities of project implementation in the field and will have direct supervision of the contractors at project sites. Each PIU will be headed by a Project Manager of *Dzongkhag* Engineer/Chief Engineer rank, and the social safeguard focal person will oversee the safeguards implementation at the PIU level, coordinate public consultations, information disclosure, regulatory clearances and approvals, resettlement plan implementation, and grievance redressal. The PIU representative will work in close coordination with PMSC.

2. **Social Safeguards Tasks at PIU Level.** The key social safeguard role and tasks of the *Dzongkhag* PIU level will be:

- i. Collect and provide field data to complete the Involuntary Resettlement and Indigenous Peoples Impact Checklist and classify the project accordingly.
- ii. Conduct census, socio-economic, detailed measurement, and verification surveys of affected persons jointly with the PMSC before the start of civil works for DBO contracts and before contract award for item-wise contracts for Package 2.
- iii. Carry out consultations with affected persons, prepare a verified list of affected households, and provide the required data for the preparation or updating of the Resettlement Plan and Due Diligence Report (DDR) with assistance from the PMSC Social Safeguard Expert.
- iv. Ensure that updated information and survey data are shared with the PIU representative for preparation or revision of safeguard and monitoring documents in coordination with the PMSC and contractors.

- v. Inform affected persons about the proposed construction schedule, entitlement matrix, compensation packages by category of loss, and the established cut-off date.
- vi. Coordinate the valuation of affected assets, including land, trees, and other properties through due diligence and assessment, and prepare corresponding compensation packages where applicable.
- vii. Coordinate, supervise, and monitor the disbursement of compensation to affected persons.
- viii. Obtain necessary No Objection Certificates (NOCs) for the implementation of project components.
- ix. Support the PMU in preparing or updating the Resettlement Plan and DDR.
- x. Oversee day-to-day implementation of mitigation and impact avoidance measures outlined in Resettlement Plan, DDR, and the Environmental Management Plan (EMP), ensuring compliance with all government regulations, particularly those related to health, safety, and Right of Way (ROW) requirements.
- xi. Ensure proper maintenance of safeguards and monitoring data by consultants and contractors.
- xii. Implement corrective actions as needed to prevent or mitigate any adverse social impacts.
- xiii. Prepare and submit quarterly social safeguard monitoring reports to the PMU.
- xiv. Conduct continuous public consultations and awareness programs with affected persons and key stakeholders.
- xv. Establish and operationalize the GRM at the site or PIU level, ensuring timely resolution of grievances.
- xvi. Conduct regular induction and capacity building programs for contractors with consultant support on Resettlement Plan and DDR implementation, social safeguard compliance, mitigation measures, health and safety, and corrective action procedures.
- xvii. Liaise with *Dzongkhag* Administrations and relevant agencies for effective project implementation.
- xviii. Supervise and coordinate the work of consultants and contractors at the *Dzongkhag* level.
- xix. Implement the approved Resettlement Plan at the field level, where applicable.
- xx. Provide field-level information for the preparation of safeguard monitoring reports, quarterly progress reports, and SSMR in formats acceptable to ADB and consistent with the Project Administration Manual (PAM).

3. **Roles and Responsibilities of the PMSC Social Safeguards Expert.** The PMU and the PIU will be supported to supervise, monitor, and oversee project implementation, support on policy reform-related issues, and compliance with all the reporting requirements of the government, other statutory regulatory bodies, and ADB in line with SPS-2009. The Expert will assist PIU in the implementation of the resettlement plan, mitigations as suggested in the updated DDR. The Expert is also responsible for updating the Resettlement Plan/ updating DDR, public consultation and disclosure, assessment of entitlement, and computation of compensation.

4. **Social Safeguards Tasks of PMSC.** The key tasks of PMSC on social safeguards are as follows:

- (i) To support PIU and PMU in screening and categorizing project components;
- (ii) Ensure the contractors comply with the agreed social safeguards policies, resettlement plans, and update DDR on social safeguards for the project;
- (iii) Prepare any additional draft resettlement plans (based on revalidation and DMS, before start of construction work), update DDR, and prepare any new safeguard documents as and when required;
- (iv) Assist the PIU representative in the implementation of final resettlement plans;
- (v) Prepare periodic safeguard monitoring reports as per the format acceptable to ADB, as per the formats provided in PAM; and
- (vi) Facilitate and support the PIU to conduct awareness programs on safeguards, grievance redress, information disclosures related to the cut-off date, and entitlements.

5. **Civil Works Contractor.** The resettlement plan document/updated DDR is to be included in bidding and contract documents and verified by the PIU representative and PMU. The resettlement plan is made binding, i.e., mandatory on the contractor as part of the employer's requirement in the bid and contract documents. The contractor shall comply with social safeguard provisions as outlined in the Resettlement Plan/GESI/EMP during civil works and operation and maintenance, who will also have the responsibility for communication with the public under the guidance of PMU/PIU and grievance registration. Contractors are to carry out all mitigation and monitoring measures outlined in their contract.

6. The Contractor shall comply with all applicable labour laws and core labour standards on (a) prohibition of child labour as defined in national legislation for construction and maintenance activities;(b) equal pay for equal work of equal value regardless of gender, ethnicity; and (c) elimination of forced labour; and sexually transmitted diseases, including HIV/AIDS, to employees and local communities surrounding the project sites. The key responsibilities of the Contractor on social compliance are as follows:

- (i) Compliance with all government rules and regulations, particularly health and safety, take necessary action for obtaining ROW through consultative meetings and dissemination of information with community forest groups, and obtaining permissions prior to felling of trees, movement of vehicles, etc.;
- (ii) Implement corrective actions wherever necessary, to ensure no adverse social impacts are caused due to project implementation;
- (iii) Submit monthly progress reports to PIU;
- (iv) Conduct meaningful public consultation and awareness where necessary regarding the construction work schedule and progress;
- (v) Support the PIU representative in setting up GRM at the field/site level and ensure it is fully functional. Address any grievances brought about through the grievance redress mechanism promptly;
- (vi) Make sure that the induction course for the training of contractors is conducted regularly and that the contract staff are aware of social safeguards/resettlement

plans/DDR social safeguard monitoring requirements related to mitigation measures, health and safety, and on taking immediate action to remedy unexpected adverse impacts or ineffective mitigation measures found during the course of implementation;

(vii) Establish working rapport and liaison with the *Dzongkhag* Administration and line departments as and when required; and

(viii) Provide support in carrying out awareness campaigns at the project level.

### (iii) Social Safeguards Implementation

68. The PIU representative will be responsible for the implementation of the resettlement plans, and the PMU for monitoring the resettlement plans. The PIU will undertake surveys and record observations throughout the construction period to ensure that safeguards and mitigation measures are provided as intended. The PMU, through the PIU representative, will arrange for the delivery of entitlements to affected persons, implementation and monitoring of safeguards compliance activities, public relations activities, gender mainstreaming activities, and community participation activities. It will also arrange for obtaining statutory clearances and obtaining no objection certificates from government agencies and/or other entities, if required. It will also coordinate for obtaining ROW clearances with related state and national agencies. The PMSC Social Safeguard Expert will supervise data collection for Resettlement Plan/DDR updating, preparation, and implementation, and prepare progress reports with respect to resettlement plan implementation. They will record involuntary resettlement impacts at the field level during implementation, need to update the resettlement plan/DDR, and need to update the Resettlement Plan where earlier no impacts were envisaged.

69. The PIU will finalize entitlements in consultation with affected persons, which will be examined and approved by the PMU. The PIU, with the support of PMSC, will arrange for the delivery of entitlements to affected persons. Organizational procedures/institutional roles and responsibilities for resettlement plan implementation and steps, and/or activities involved in the delivery of entitlements are described in the entitlement matrix. The Institutional Roles and Responsibilities are presented in Table 9.

70. The PIU will assist the PMU in implementing and monitoring the resettlement plan (duly approved by PMU and reviewed/cleared by ADB before implementation). PMU and PIU staff capacity needs to be built to ensure that they are fully conversant with public awareness generation activities, consultations, and field surveys, and have an understanding of data entry and quality control.

**Table 9: Institutional Roles and Responsibilities**

<b>Activities</b>	<b>Agency Responsible</b>
<b>Project Initiation Stage</b>	
Finalization of sites/alignments for the project (on the ground)	PMU/PIU
Meetings at the community/household level with affected persons and beneficiaries	PIU/PMSC/Contractor
<b>Resettlement Plan Preparation/ Updating Stage</b>	
Conducting DMS and Survey/Census of all affected persons	PIU/PMSC/Contractor
Conducting FGDs/meetings/workshops during census surveys	PIU/PMSC/Contractor
Verification of survey results, vulnerable households	PMU/PIU

Computation of compensation	PMU/ PIU assisted by PMSC
Conducting discussions/FGD/meetings/workshops with all affected persons and other stakeholders	PIU/PMSC/Contractor
Finalizing entitlements	PMU/PIU
Disclosure of final entitlements and compensation packages	PIU/PMSC/Contractor
Approval of Resettlement Plan Budget	MOF/MOIT and PSC
Approval of Resettlement Plan	ADB
<b>Resettlement Plan Implementation Stage</b>	
Payment of compensation	PIU/PMU
Consultations with affected persons during rehabilitation activities	PIU/PMSC/Contractor
Grievances Redressal	PIU/PMU/Contractor
Internal Monitoring	PU/PMU

DMS= detail measurement survey; FGD= focus group discussion; GRC = Grievance Redress Committee; MOF= Ministry of Finance; PMU = project management unit; PIU= project implementation unit; PSC=project steering committee.

#### **(iv) Institutional Capacity Development**

71. The capacity to handle environmental/involuntary resettlement/indigenous people impact, gender, and vulnerability issues, etc., needs to be built into the Project. Training of PMU/PIU staff on aspects such as environmental planning/resettlement planning/implementation, social protection, and gender, including the specific recording, reporting, and disclosure requirements, therefore, needs to be planned separately.

72. For the capacity building of designated social safeguards officers and engineers, PMU will organize training programs on safeguards. Services of consultant trainers may be procured for coordinating and imparting the required training to the staff.

73. The specific capacity development program will include, but will not be limited to:

- (i) sensitization on ADB's policies and guidelines on social and indigenous people's safeguards (ADB's Safeguard Requirement: Involuntary Resettlement and Indigenous Peoples), including meaningful consultation, GRM, and accountability mechanism;
- (ii) preparation and review of the Resettlement Plan/DDR based on the preliminary design, and updating of the documents based on the final design;
- (iii) improved coordination within nodal departments; and
- (iv) disbursement of compensation, consultation, and monitoring and reporting requirements.

#### **M. Implementation Schedule**

74. The project will be implemented over three years. The resettlement plan implementation schedule will vary from project to project. In general, the project implementation will consist of three major phases, namely project preparation, land acquisition (if required), and rehabilitation of affected persons. The executing agency and implementing agency will ensure that those project activities are synchronized between the resettlement plan implementation activities and the project implementation. The executing agency and

implementing agency will ensure that no physical or economic displacement of affected households will occur until (i) compensation at full replacement cost has been paid to each displaced person for project components or sections that are ready to be constructed; (ii) other entitlements listed in the resettlement plan are provided to the displaced persons; and (iii) a comprehensive income and livelihood rehabilitation program, supported by adequate budget, is in place to help displaced persons improve, or at least restore, their incomes and livelihoods.

75. All land acquisition, resettlement, and compensation for a project will be completed before the award of civil works contracts. All land required will be provided free of encumbrances to the contractor before handing over to the project sites and the start of civil works. The implementation of the resettlement plan will include: (i) identification of the cut-off date and notification;<sup>8</sup> (ii) verification of losses and extent of impacts; (iii) finalization of entitlements; (iv) consultations with affected persons on their needs and priorities; and (v) resettlement, provision of compensation and assistance, and income restoration for affected persons. The expected implementation schedule for a project is provided in Table 10.

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<sup>8</sup> The start date of the census survey i.e., on 1 December 2025 will be the cut-off date for titled and non-titled affected persons.



## **N. Monitoring and Reporting**

### **(i) General**

76. The Executing Agency, through the PMU, will establish a monitoring system with pre-designed, discussed, and approved indicators for monitoring social and gender safeguards before approval of the project. Later, during implementation, monitoring will involve an assigned officer for collecting, analyzing, reporting, and use of information about the progress of resettlement, based on the resettlement policy. PMU will be responsible for monitoring the progress of all aspects of resettlement and income generation. The Executing Agency will report to the ADB on resettlement and income regeneration by Affected Persons in semi-annual social reports, including the identification of significant issues. At the end of the project, a Project Completion Report describing all significant activities and outcomes will be prepared and submitted to the ADB by the Project Manager from PMU.

77. The Resettlement plan implementation monitoring will be done internally to provide feedback to PMU through monitoring and evaluation reports and other relevant data, to identify any action needed to improve resettlement performance or to respond to changing circumstances. Evaluation of the resettlement activities will be undertaken during and after the implementation of each resettlement plan to assess whether the resettlement objectives were appropriate and whether they were met, including specifically whether livelihoods and living standards have been restored or enhanced. The evaluation will also assess resettlement efficiency, effectiveness, impact, and sustainability, drawing lessons as a guide to future resettlement planning. Budgetary provisions shall be kept in the Resettlement Plan for independent monitoring and review.

78. Monthly monitoring reports will be submitted by the PIU to PMU. The PMU will consolidate monthly reports into quarterly monitoring reports for submission to ADB. These reports will form a part of the project progress reports submitted by PMU to ADB. A sample monitoring report format is provided in **Appendix 41**.

79. The major objectives of monitoring are to (i) ensure that the standards of living of affected persons are restored to the original condition or improved; (ii) ascertain whether activities are progressing as per the schedule and whether the specified timelines are being met; (iii) assess if compensation, rehabilitation measures are sufficient; (iv) identify problems or potential issues, and (v) identify methods to rapidly mitigate any problems. The above information will be collected by the Executing Agency through its PMU, which is responsible for monitoring the day-to-day resettlement activities of the project through the following instruments:

- (i) Review of census information for all Affected Persons/Displaced Persons;
- (ii) Consultation and informal interviews with Affected Persons/Displaced Persons;
- (iii) In-depth case studies;
- (iv) Sample survey of Affected Persons/Displaced Persons;
- (v) Key informant interviews; and
- (vi) Community public meetings.

### **(ii) Internal Monitoring**

80. Monitoring shall be undertaken by the PMU through the PIU, supported by PMSC. They will gather information on the Resettlement Plan implementation covering relevant activities as per the schedule. All activities listed will be illustrated, showing the target dates for completing resettlement activities. Monitoring reports on resettlement plan implementation shall be included in each Quarterly Progress Report (QPR). The report of the Consultant will contain:

(i) Accomplishment to date, (ii) objectives attained and not attained during the period, (iii) challenges encountered, and (iv) targets for the next quarter. The internal monitoring report will then be integrated by the PMU with the overall QPR submitted to ADB. The reports submitted to ADB will describe the progress of the implementation of resettlement activities and any compliance issues and corrective actions. These reports will closely follow the involuntary resettlement internal monitoring indicators agreed upon at the time of resettlement plan approval, presented in Table 11.

**Table 11: Internal Monitoring Indicator**

Monitoring Issues	Monitoring Indicators
Budget and Timeframe	Have all resettlement concerned officers/staff been appointed and mobilized for field and office work on schedule? Has capacity building and training activities been completed on schedule? Are resettlement implementation activities being achieved against the implementation plan? Are funds for resettlement being allocated to resettlement agencies on time? Have resettlement offices received the scheduled funds? Have funds been disbursed according to the Resettlement Plan? Has the land been made encumbrance-free and handed over to the contractor in time for project implementation?
Delivery of APs Entitlements	Have all affected persons (APs) received entitlements according to numbers and categories of loss set out in the entitlement matrix?
Consultations, Grievances & Special issues	Have consultations taken place as scheduled, including meetings, groups, community activities? Have any APs used the grievance redress procedures? What grievances were raised? What were the outcomes? Have conflicts been resolved? Have grievances and resolutions been documented? Have any cases been taken to court?
Benefit Monitoring	What changes have occurred in patterns of occupation compared to before? What changes have occurred in income and expenditure patterns compared to the pre-project situation? Have DPs' incomes kept pace with these changes?

### (iii) Compliance Monitoring

81. Compliance monitoring of resettlement plan implementation shall cover (i) project compensation and entitlement policies, (ii) adequacy of organizational mechanisms for implementing the resettlement plan, (iii) settling complaints and grievances, and (iv) provisions for adequate budgetary support for implementing the resettlement plan. The Project Management Unit Team will assess if the affected persons have been paid proper compensation. It will also appraise the accounting documents used in recording the payments of compensation to affected persons by the Executing Agency. ADB will provide the support of a social safeguard specialist cum independent monitor to guide the PMU and project consultants, and ensure independent monitoring and reporting on project compliance with SPS-2009 requirements.

#### (iv) Reporting Requirements

82. ADB will monitor and evaluate the resettlement plan implementation and economic rehabilitation activities during the entire project period. The monitoring report will contain the evaluation of the resettlement plan implementation, its efficacy, and provide valuable insight into the constraints in the way of implementation of the resettlement plan.

83. The Project Manager from PMU shall prepare and send status reports to ADB on Resettlement Plan implementation periodically through the QPR and SSMR, and a final report upon completion of the resettlement program.

84. During project implementation, PMU will establish a monthly monitoring system involving staff at the PIU level who will prepare monthly progress reports on all aspects of resettlement operations.

85. The assigned officer (PMU) will conduct periodic reviews and supervision missions during the implementation stage and will report on the progress of all aspects of resettlement activities. It is understood that a post-evaluation of resettlement plan activities will be carried out by ADB to assess the resettlement impact and the efficacy of the resettlement plan policy.

#### Next Steps

86. The steps for the resettlement plan updating and implementation are given below, and are not limited:

(i) This resettlement plan has been prepared following the completion of the detailed measurement survey and prior to the commencement of civil works, undertaken by the Social Safeguard Expert from the PMSC for Package 1. The resettlement plan will be submitted to ADB for approval. A census survey was carried out to register and document the status of the affected person identified after the detailed measurement survey, including cases not captured during the project preparation stage within the project impact area. The detailed measurement survey was jointly conducted by the PIU, PMU, and PMSC.

(ii) One affected person has been identified, whose 2.8 decimal land parcel is impacted. The resettlement budget was prepared based on the *chiwog*-wise Land Rates-2022, and compensation was disbursed on 1 December 2025. Should any unanticipated impacts arise, this resettlement plan will be updated accordingly. A follow-up interview with the affected person was conducted on 1 December 2025, and the findings have been incorporated into the plan.

(iii) If any unanticipated impacts related to pipe laying or construction of access roads are identified during implementation, a census survey will be further undertaken. The cut-off date for temporary impacts (if identified) will be communicated to affected persons during the census and through printed notices displayed at common public locations within the project-affected area. A copy of this notice will be included in the resettlement plan (if required).

(iv) If impacts are identified under Package 2, this resettlement plan shall be further updated.

(v) ADB approval of the resettlement plan, based on the final assessment from the detailed measurement survey, will be obtained by the PMU before the start of civil works.

(vi) Entitlements, cut-off dates, and grievance redress mechanisms will be communicated to the affected person and relevant stakeholders through disclosure meetings conducted by the PIU

and PMU in the local language. Records of these meetings will be documented and included in the resettlement plan and subsequent monitoring reports, such as the quarterly progress report and SSMR.

(vii) Copies of the draft final resettlement plan, along with the entitlement matrix, will be made available at an accessible location for affected persons and stakeholders.

(viii) Mitigation measures, such as strictly following the Labour and Employment Act of Bhutan, 2007, will be implemented by the contractor. The PIU and PMU will establish a robust monitoring system to ensure full compliance.

(ix) Stakeholder consultations and engagement activities will continue throughout the planning and implementation stages of the project.

(x) The cut-off date is 1 December 2025, following the disbursement of compensation to the affected person. The cut-off date has been explained to the *Tshogpa* and the affected person, with clear communication that no further compensation claims will be accepted after this date.

(xi) This Resettlement Plan will be updated by the PMSC Social Safeguard Expert for any design or site changes and submitted to ADB for approval, especially after finalizing irrigation and drinking water networks, i.e., Package 2. The Project Manager will internally monitor GRM, grievance redress, and any unforeseen resettlement impacts, ensuring construction proceeds on schedule to minimize community disruption.

(xii) The PMU will obtain a no-objection certificate (NOC) from the concerned departments, Royal Government of Bhutan, for the construction of intake structures, pre-sedimentation chlorination tank, delivery chambers, wash-out chambers, and transmission mains.

(xiii) A survey conducted on 13 and 14 October 2025 of Plot TWM-129 confirmed that the proposed transmission main overlaps with an existing irrigation channel. To ensure an uninterrupted water supply to the Tonglabji and Haetshokha wetlands areas, the PIU must direct the contractor to relocate the channel during construction.

(xiv) The community requested revising the aqueduct design by replacing the existing 2m culvert with a wider, multipurpose one to support both vehicles and the transmission line. They noted the Thab Chhu route is impassable in the wet season, emphasizing the need for a permanent, all-weather culvert benefiting both the project and community.

(xv) Due to rocky terrain, manual trenching is unfeasible. However, the community opposes rock breakers near the Haetshokha *Lhakhang* over safety and cultural concerns, requesting gradual excavation and simple rolling compaction instead of vibration to protect the sacred site.

(xvi) The transmission main crosses spring-fed sources and pipelines supplying the Haetshokha *chiwog* of Gasetsho-Wom *Gewog*. As these are vital for daily needs, the contractor must, under PIU supervision, identify and protect all sources and pipelines before construction. Implement temporary diversions, controlled excavation, and prompt restoration of any damage, in close consultation with affected households and the *Gewog* Administration.

(xvii) The transmission line crosses or parallels irrigation channels serving 13 households in Khatoed and Khamey *chiwogs*, essential for paddy farming and livelihoods. Any damage could

disrupt irrigation and income. The contractor, with PIU and community coordination, must protect these channels and restore them immediately after pipe-laying to maintain continuous water flow.

(xviii) Blasting along the rocky cliff above Gasetsho-Wom Gewog Centre poses significant safety and environmental risks. Controlled blasting, pre-blast surveys, vibration monitoring, and safety zones are essential. The contractor must coordinate with authorities, notify the community, schedule blasts during low-activity periods, and ensure licensed supervision, with post-blast inspections and slope stabilization to prevent hazards.

**Appendix 1: Persons consulted at MOIT, Thimphu in 2022/2025 and Wangdue Phodrang Dzongkhag in 2022/2025**

<b>Name</b>	<b>Designation</b>	<b>Remarks</b>
Dechen Yangden	Chief Engineer	WSD, MOIT
Tshering Chhoden	Executive Engineer	WSD, MOIT
Mahesh Pradhan	Component 2 Manager	DES, MOIT
Kharka Bahadur Rana	Executive Engineer	WSD, MOIT
Tshering Dhendup	Executive Engineer. Project Manager	WSD, MOIT
Rajesh Pradhan	Social Safeguards Specialist	PMSC, MOIT

**Persons consulted at Wangdue Phodrang Dzongkhag in 2022**

Dasho Chimi Dorji	Dzongdag	Wangdue Dzongkhag
Dasho Kinzang Dorji	Dzongrab	Wangdue Dzongkhag
Tashi N. Sherpa	Executive Engineer	Wangdue Dzongkhag
Ugyen Wangchuk	Dzongkhag Env. Officer	Wangdue Dzongkhag
Sangay Norbu	Dy. CFO	Wangdue Dzongkhag
Tshering Dhendup	Executive Engineer	Wangdue Dzongkhag
Jigme Dorji	Sur. Planning Officer	Wangdue Dzongkhag
Domzang	Asst. DAO	Wangdue Dzongkhag

**Persons consulted at MOIT and Wangdue Phodrang Dzongkhag in 2025**

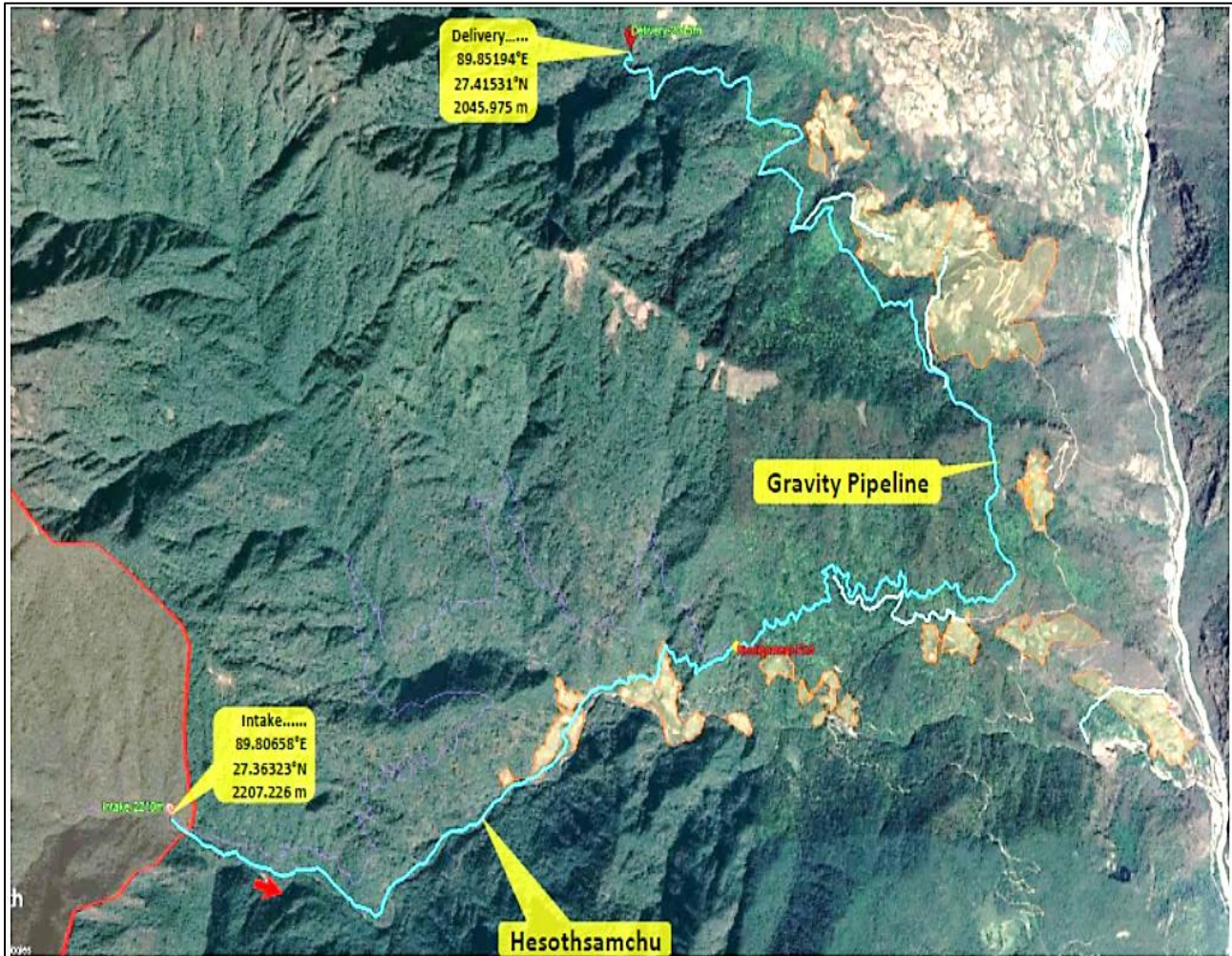
**Persons consulted at MOIT, Thimphu in 2025**

<b>Name</b>	<b>Designation</b>	<b>Remarks</b>
Karma Dhupchuk	Director General	DOID, MOIT
Gem Tshering	Officiating Chief Engineer	WSD, DOID, MOIT
Chimi Dema	Project Manager	PMU, DOID, MOIT
Mahesh Pradhan	Specialist	WSD, DOID, MOIT
Jiwan Siwakoti	Team Leader	PMSC, PMU, DOID, MOIT

**Persons consulted at Wangdue Phodrang Dzongkhag in 2025**

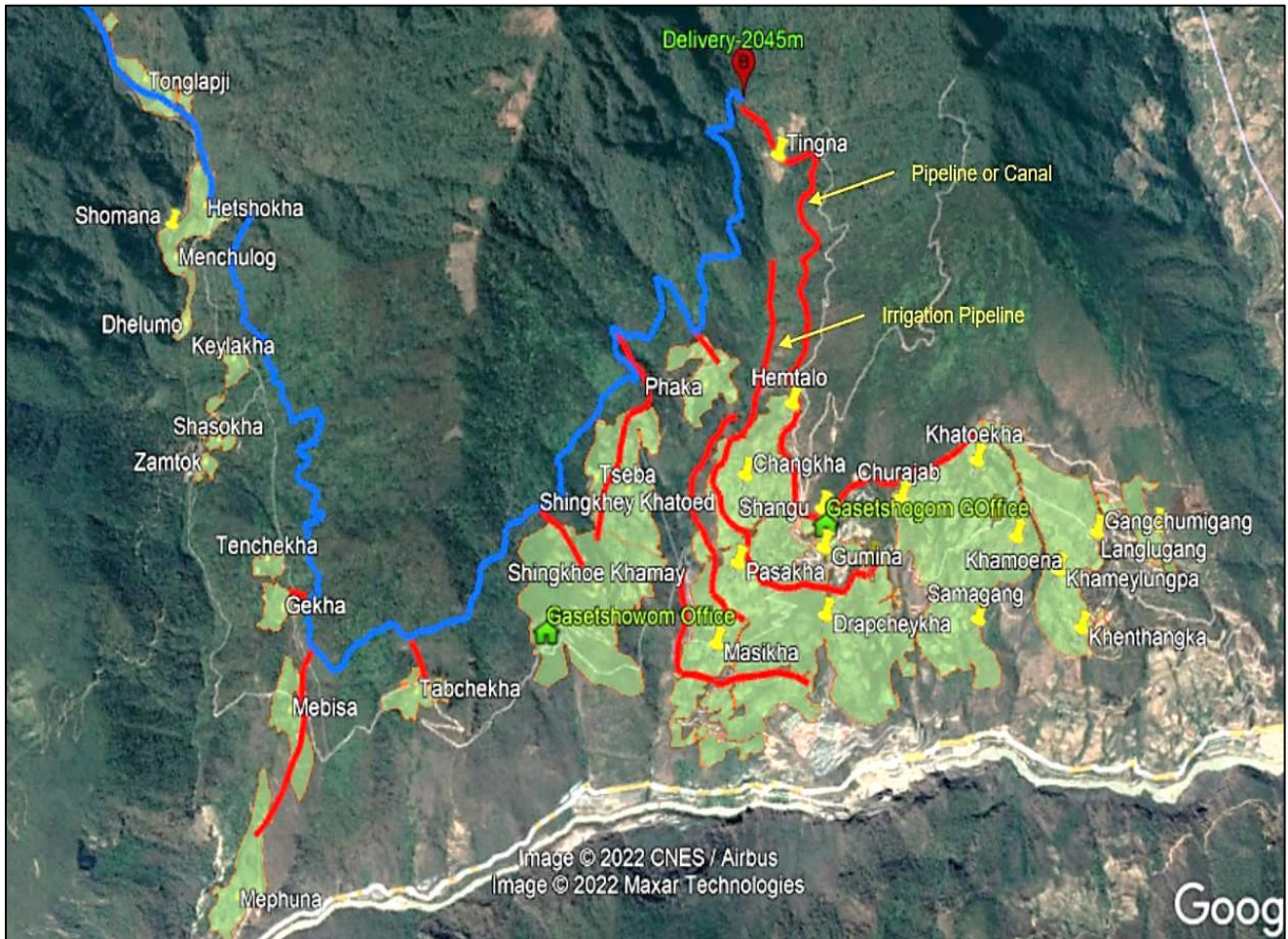
Dasho Phub Rinzin	Dzongdag	Wangdue Dzongkhag
Choki Wangchuk	Officiating DAO	Wangdue Dzongkhag
Rinzin Wangchuk	Planning Officer	Wangdue Dzongkhag
Nidup Tshering	Dzongkhag Engineer	Wangdue Dzongkhag
Sherab Dorji	Land Record Officer	Wangdue Dzongkhag
Kado	Land Survey Officer	Wangdue Dzongkhag
Singay Dorji	Assistant Engineer	Wangdue Dzongkhag
Deki Pem	Gewog Agri. Officer	Gasetsho-Wom, Wangdue Dzongkhag
Sonam Tshering	Mangmi	Gasetsho-Wom, Wangdue Dzongkhag
Chado	Gup	Gasetsho-Gom, Wangdue Dzongkhag
Tshering Penjor	Administration Officer	Gasetsho-Gom, Wangdue Dzongkhag
Dorji Gyeltshen	Tshogpa (Shingkhoe, Khamey)	Gasetsho-Wom, Wangdue Dzongkhag
Pem Gyeltshen	Tshogpa (Shingkhoe, Khatoed)	Gasetsho-Wom, Wangdue Dzongkhag

## Appendix 2: Location of intake structure and alignment of the primary raw water transmission pipeline



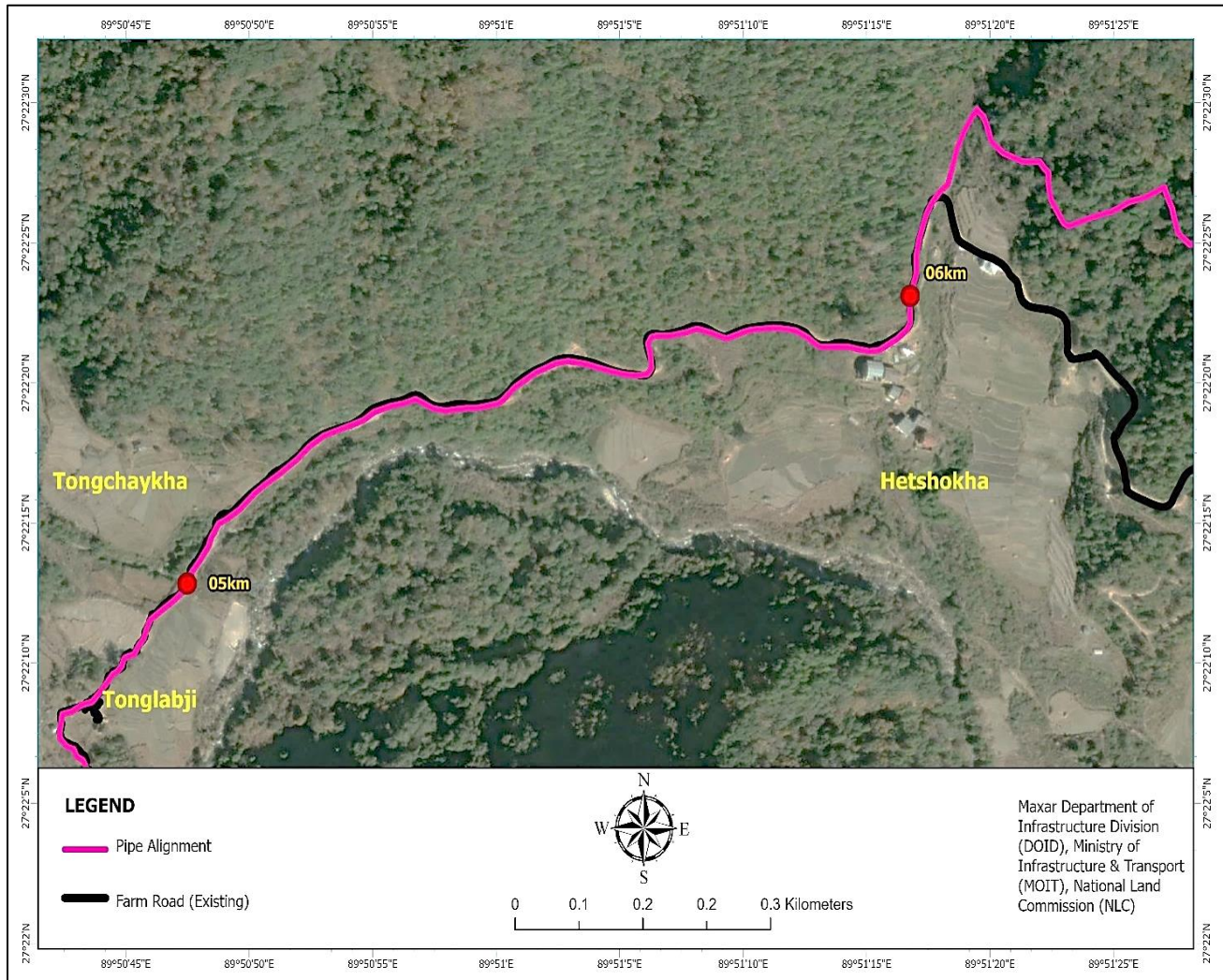
Source: IEE Report, Hesotshamchu, August 2025

### Appendix 3: Approximate Locations of Offtakes and Irrigation Pipelines/Canals

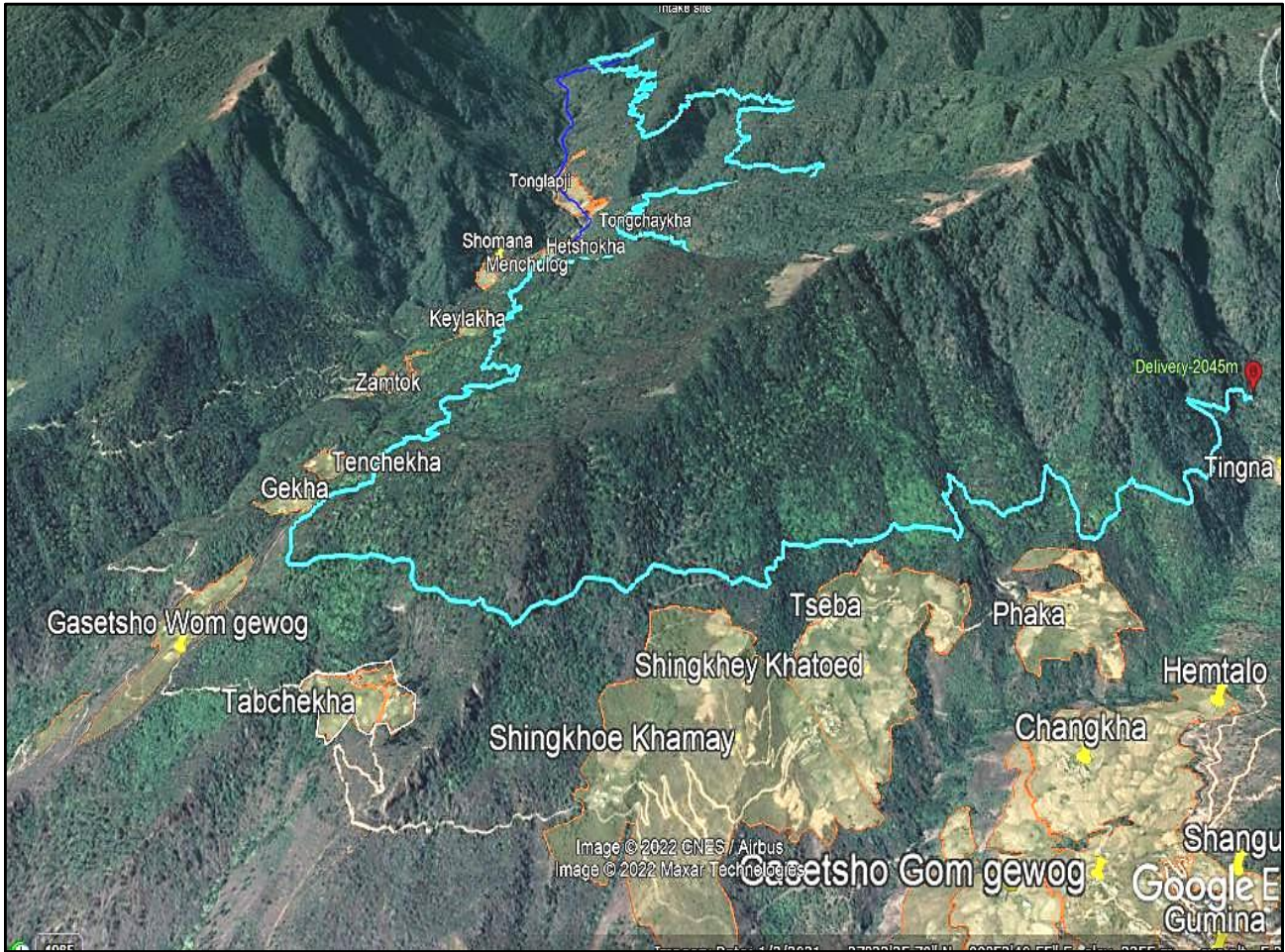


Source: IEE Report, Hesotshamchu, August 2025

### Appendix 4: Alignment Coinciding/Overlapping Existing Community Road



**Appendix 5: Location of the Irrigation Command Areas (Gasetsho-Wom and Gasetsho-Gom Gewog), Wangdue Phodrang**



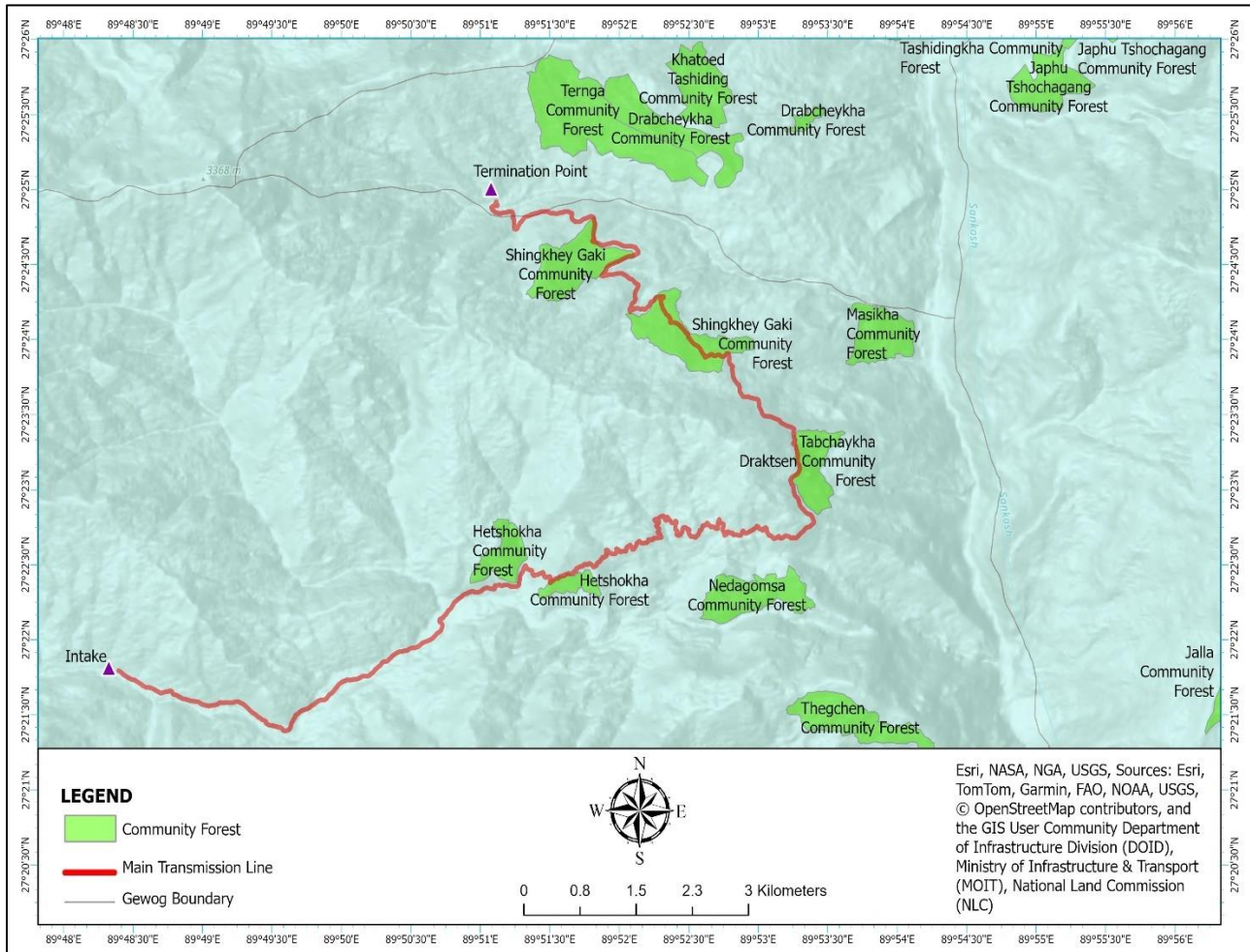
Source: IEE Report, Hesotshamchu, August 2025

**Appendix 6: Location of Irrigation Areas in Gasetsho-Gom Gewog, Wangdue Phodrang**





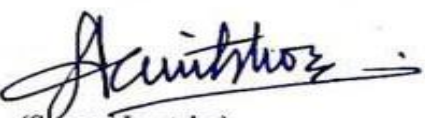
Source: IEE Report, Hesotshamchu, August 2025

### Appendix 7: Community Forests along the Main Transmission Line of Hesotsamchu Integrated Water Supply Scheme





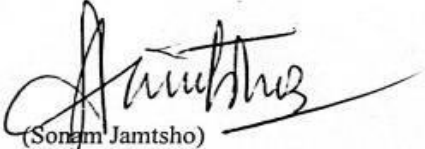
Source: IEE Report, Hesotsamchu, August 2025

**Appendix 8: Certification from Dzongkhag Administration on Government land  
Construction of Project Components, 2022**

	<p>ལྷན་ཁག་  <b>DZONGKHAG ADMINISTRATION          WANGDUE PHODRANG</b></p>	
DAW/DES-42/2022-2023/ 265		Date: 27/07/2022
<b>TO WHOM IT MAY CONCERN</b>		
<p>Under the Water Flagship Project an Integrated Drinking Water and Irrigation Scheme of a total length of 22 km is being planned for construction to benefit villages under Gasetsho Gom and Gasetsho Wom gewog. The project will be financed by the Asian Development Bank.</p>		
<p>This is to certify that all project structures (see list attached) to be constructed will be located on government owned land. Wangduephodrang Dzongkhag Administration therefore has no objection to the project components being constructed on government land since the project is being developed for the benefit of the public of the two gewogs Gasetsho Gom and Gasetsho Wom gewog of Wangduephodrang Dzongkhag.</p>		
		
<p>(Sonam Jamtsho)  <b>DZONGDAG</b></p>		
Copy to:		
<ol style="list-style-type: none"> <li>1. The Director, Department of Engineering Services, Ministry of Works and Human Settlement, Thimphu, for kind information.</li> <li>2. Chief Dzongkhag Agriculture Officer, DAW, for kind information.</li> <li>3. Dzongkhag Planning Officer, DAW for kind information.</li> <li>4. Project Management Unit, water sanitation and Division, Department of Engineering Services MoWHS, Thimphu for kind information.</li> <li>5. Gup, Gewog Administration, Gasetshogom, Gasetshowom, for kind information.</li> </ol>		

Source: Wangdue Phodrang Dzongkhag, 2022

**Appendix 9: Certification from Dzongkhag Administration, mentioning that the Proposed Project Components will not Impact Ancestral Domain, Religious Place, Graveyard, or Any Other Place of Importance (2022)**

	<p>ཕྱི་དབུ་ལྷན་འབྲུག་གཞུང་།          རྒྱུ་ལག་བདག་སྲིད་། དབང་འདུས་ཡོ་བྱང་།  <b>ROYAL GOVERNMENT OF BHUTAN</b>  <b>DZONGKHAG ADMINISTRATION</b>  <b>Wangduephodrang</b>  <b>Engineering Sector</b></p>	
<p>DAW/DES-42/2022-2023/ 196</p>		<p>Date: 07/07/2022</p>
<p>To Whom It May Concerned .</p>		
<p>It is to certify that alignment of survey of Integrated Drinking and Irrigation Water Project from Hetshotshamchu under Gasetshowom Gewog to Tingalum under Gasetshogom will have no affect to any of ancestral religious like stupa, temple, graveyard, lake, Ney, pedestrian, local important places etc. Further, the Dzongkhag administration will ensure that there will not be any adverse negative impact to the important places and settlement due to this project implementation.</p>		
<p>          (Sonam Jamtsho)  <b>DZONGDAG</b></p>		
<p>Copy to :</p>		
<ol style="list-style-type: none"> <li>1. The Director, Department of Engineering Services, Ministry of Works and Human Settlement, Thimphu, for kind information</li> <li>2. Chief Dzongkhag Agriculture Officer, DAW, for information</li> <li>3. Dzongkhag Planning Officer, DAW, for information</li> <li>4. Project Management Unit, Water Sanitation and Division, Department of Engineering Services, MoWHS, Thimphu, for information.</li> <li>5. Mr.Tashi Norbu Sherpa, DAW, for information</li> <li>6. Mr. Singay Dorji, Site Engineer, DAW, for information</li> <li>7. Gup,Gewog Administration, Gasetshogom, Gasetshowm, for information</li> </ol>		

Source: Wangdue Phodrang Dzongkhag, 2022

**Appendix 10: Summary of Minutes of Consultation Meetings Conducted, Venue: Wangdue Phodrang Dzongkhag, Dated: 2 June 2022, Participants: See participant list (retained)**

Topic	Discussion summary
Introduction	<ul style="list-style-type: none"> <li>• Welcome and vote of thanks by the Gup of Gasetsho-Wom to the participants. He says that the representatives from the <i>chiwogs</i> have been invited to share their views at the meeting.</li> <li>• Mangiap expressed great gratitude to ADB for supporting the project and taking the time to walk to the intake site.</li> </ul>
Clarification was sought on whether the issue was lack of water or difficulties in water management	<ul style="list-style-type: none"> <li>• It is not that there is no water, but the single source is divided into four channels.</li> <li>• The rainfall is irregular (climate change) and not on time as in the past- delay in rainfall.</li> <li>• The water is not adequate and not equitably shared because it is based on old traditional systems. Therefore, there is a need to review the existing water sharing system which is not very efficient or equitable.</li> <li>• Water associations differ from village to village.</li> </ul>
Challenges being faced in the community	<ul style="list-style-type: none"> <li>• The villages do have a command source and intake sites and most houses also have individual small sources.</li> <li>• In earlier times, there was a water committee, but this faced difficulties in sustaining the irrigation channels. They are still working as volunteers to ensure water supply to the villages.</li> <li>• 50% of the land is being left fallow and most of this belongs to the poorer community due to lack of water.</li> <li>• During the 4-5 Bhutanese months- this leads to lots of fighting between the community for water. Even after social conflicts and fighting for water.</li> <li>• Without adequate water- the yield is also affected and highly reduced compared to other villages in Punakha and Paro.</li> </ul> <p><b>Drinking water</b></p> <ul style="list-style-type: none"> <li>• Individual houses have various water sources that are tapped but this is a problem- more so when it does not rain.</li> <li>• The water taps outside the houses are not functional as the water sources are not reliable.</li> <li>• Currently water is stored in water tanks or ponds by different houses.</li> <li>• The establishment of the schools, the gewog office, the Basic Health Unit and the Renewable Natural Resource (RNR) offices have added to the demand for water resulting in the water shortage.</li> </ul>
Existing system	<p>Water rotation happens in a 24-hour period and each farmer gets their turn in 24 hours, so a farmer spends hours to go check the water source and have to keep waiting for their turn and ensure that water is not diverted elsewhere. Sometimes, the water does not adequately cover all the plots of land in the 24 hours.</p>

	<ul style="list-style-type: none"> <li>• Increasingly, more people are buying imported rice rather than being able to grow paddy.</li> <li>• When land is sold, the water right is not necessarily sold to the buyer so which results in a water shortage.</li> <li>• The existing water canals are a combination of cemented canals and natural drains, and are not lined with lots of seepage.</li> <li>• The community contractors are paid by the gewog to repair and maintain through annual budget provisioning (prioritized based on community needs).</li> </ul>
Future plans	<ul style="list-style-type: none"> <li>• Gup: Once the project is operational, the 2 gewogs in discussion must come up with a water association, and in order to sustain that, tax or a form of payment should be collected from the community to pay the community/labor working for the community- to sustain this system. Not sure at this point whether this will be acceptable to the community yet, so this will be discussed within the community first.</li> </ul>
Expectations	<ul style="list-style-type: none"> <li>• The project will greatly benefit the 8 <i>chiwogs</i> and 2 gewogs. The community has very high expectations that they will become prosperous and economically developed once the project comes on board.</li> <li>• Hope to strengthen the water association and further improve water management.</li> <li>• Maintenance: Automation can be learnt by the community if given adequate training by mobilizing the youth from the community. It will take the community 1-1.5 years to learn, rather than have an outsider take care of the maintenance.</li> <li>• If water were available, all types of crops could actually grow due to the climatic conditions, but they cannot do so now. If they get adequate water, then they can hope to be self-sufficient as well as sell the produce (both cereals and fruit trees, too).</li> <li>• Hope that this will encourage youth to come back to the village to become farmers.</li> <li>• Also aspire to expand to livestock rearing.</li> <li>• Want to replace the old traditional water sharing system with the Water Act.</li> <li>• Land rights should be tied to the water rights.</li> </ul>

## Appendix 11: Participant list- Meeting with the Community Representatives, 2022

Meeting for Water Flagship Program: ADB Pre-Fact/ Finding Mission on 02/06/2022(Integrated Drinking and under Gasetshogom & Gasetshowom)

Sl.No	Name	Designation	Signature
01	Dakha Dorji	Chief Engineer Basochhi HEP	
02	Ugyen Wangchuk	Dzo. Env. O	
3	Sangay Wabgy	Dy. CEO	
4	Sang K. Nepal	consultant (ADB)	
5	Debi-P. Yonten	Consultant (ADB)	
6	Karma	Tshogpa	
7	Tshering Felmo	Member	
8	Yangka	"	
9.	Chador Nangay	Tshogpa	
10.	Pema Dorji	"	
11.	Kinley Dendup	"	
12.	Kinley Wangchuk	Mangmi	

Luca Di Mario (ADB)		
Gopalakrishna Bhat (ADB)		
Robert Rout (ADB)		
Miguel (ADB)		
Sayhata (ADB)		
Soram Am (ADB)		
Indra Kr. Chhetri (ADB)	Geological specialist	
Tshering Dendup	Executive Engineer	
Sigme Dorji	So. planning officer	
Donyang	ADAO	

Appendix 12: Photographs of the Meetings with the Community Representatives, 2022



### Appendix 13: Minutes of Consultation Meeting held on 4 June 2022 with Community Forest (CF) members

#### Participants:

1. Miguel Diangan, ADB International Environmental Consultant
2. Saroj K Nepal, ADB Social safeguards Consultant
3. Deki P Yonten, ADB Environmental Safeguards Consultant
4. Sonam Tshering, Mangmi
5. Pema Gyaltshen, Tshogpa
6. Dawa Gyeltshen, CF member
7. Dorji Gyeltshen, CF member
8. Tandin Tshering, CF member
9. Pemba Tshering, CF member
10. Namgay A, CF member
11. Namgay B, CF member
12. Kinley Tshoki, CF member
13. Sonam Tobgay, CF member
14. Sangay Tshering, CF member
15. Lhaden, CF member

Topic	Discussion
Introduction	<ul style="list-style-type: none"> <li>• Introduction of the Participants and the ADB representatives</li> </ul>
Background and Objectives of the Project and Impact on CF	<ul style="list-style-type: none"> <li>• Explanation of the Background and Objectives of the meeting and discussion on the alignment of the water transmission mains.</li> <li>• It was explained that the exact distance of the CF traversed is not clear and that the Divisional Forest Office has been consulted to seek their advice on the length.</li> <li>• The project will share the revised alignment with the Divisional Forest Office and, in turn, seek their input to determine the distance through CF.</li> <li>• Representatives (Chairman, secretary, and treasurers) from three <i>chiwogs</i> attended the meeting along with other participants from Shingkhey Khatoed (including Phaka) and Shingkhey Khamey, Tabchaykha, and Haetshokha.</li> <li>• The total number of members within their CF is as follows; Shingkhey Khatoe (15) and Shingkhey Khamey (12), Tabchakha (7), and Haetshokha (12).</li> <li>• All the Community Forests are from within Gasetsho Wom <i>gewog</i>.</li> </ul>

Compensation for trees felled	<ul style="list-style-type: none"> <li>• In terms of compensation, if the forestry Department imposes compensation, then they should also be compensated. However, if the compensation is to be used for tree planting, then once the alignment is cleared for the irrigation channel, there will be no room to replant new trees, so the community would not be able to use that fund to replant as is being done by the Forest Department.</li> <li>• Meeting agreed that they should keep felled trees, and if compensatory afforestation is taken up by the project, but not compulsory. Rather, the community does not want to do the plantation because the maintenance requires a lot of work.</li> <li>• If the trees are given to the community for their own use, and the funds for replantation are from a loan, the community does not desire it. However, if the funds are from grant money, they would like to seek some compensation for afforestation.</li> </ul>
Discussion on the procedures for tree removal	<ul style="list-style-type: none"> <li>• The community feels that the DOFPS has the marking hammer, and the receipt books are with the DOFPS. However, the CF is allowed to retain the trees after felling.</li> <li>• They follow the prescription and rules of Forestry and their own bylaws.</li> </ul>

Project impacts	<ul style="list-style-type: none"> <li>• Though the project will impact the Community Forest, the communities will definitely benefit from the water project so therefore, they have no objection to the project.</li> </ul>
Construction access	<ul style="list-style-type: none"> <li>• The access that is required to create the trenches and carry the pipes should be blocked after the project, and the community will insist that the use of this will be restricted. The member informed that they will include this as a clause in their clearance document.</li> </ul>
Project-affected households	<ul style="list-style-type: none"> <li>• The community members identified Ms. Kinley Situ, from Haetshokha village, as a potential Affected Person and shared her mobile number with the consultants for further follow-up meetings and discussion.</li> </ul>
Grievance Redress Mechanism	<ul style="list-style-type: none"> <li>• The consultants explained the GRM mechanism and informed the meeting on the process, and explained how the community could address emerging impacts from the construction process.</li> </ul>
Potential impacts on the community	<ul style="list-style-type: none"> <li>• The community said that care must be taken when working on the cliff above Tapchhekha village and that the contractor must take care, or boulders will fall on the village and canals when cliffs are being blasted.</li> <li>• Also, concern was expressed about identifying a muck dumping site as the rains will wash all the excavated soil down slope onto the village if dumped carelessly.</li> <li>• It was agreed that both points would be included in the EMP and as a requirement for the contractor to follow up on.</li> </ul>

No objection letter from the community

- No objection was sought from the community to allow the transmission main to traverse through the Community Forest. The representatives were requested to discuss and seek clearance from 80% of the CF members.
- The CF representatives said that since the project was going to be for the benefit of their community, they would secure not just the 80% but also get the consensus of the entire community.
- The community representatives assured the meeting that within the week, they will inform all their CF members and send the consensus letter to the gewog for onward submission to the Dzongkhag and Project Management.

**LIST OF PARTICIPANTS FOR CONSULTATIONS, WFP, WANGDUE**  
FOCUS GROUP DISCUSSIONS | COMMUNITY FOREST MEMBERS | GASETSHO WONG, WANGDUE

No	Name	Contact No.	Male/female	Organization	Designation	Signature
1	Miguel Diangan	1639178889288	Male	ADB	Consultant	
2	Saroj K Nepel	17624568	male	ADB	consultant	
3	Deki Yonten	77110028	Female	ADVS	Consultant	
4	Sonam Tshering	77618120	Male	TU WONGKHO ADB	Manager	
5	Pema Gyeltsun	17733492	Male	SUNGKHYI ADB	Tsugpa	
6	Dawa Gyeltsun	77402563	Male	HETSIKHO ADB	CF member	
7	Dorji Gyeltsun	77423449	male	SUNGKHYI ADB	CF member	
8	Tandin Tshering	17582603	Male	TU WONGKHO ADB	CF member	
9	Pema Tshering	17456378	Male	TU WONGKHO ADB	CF member	
10	Namgay A	17677092	male	TU WONGKHO ADB	CF member	
11	Namgay B	17737603	male	TU WONGKHO ADB	CF member	
12	Kinley Tshuki	77314522	female	HETSIKHO ADB	CF member	
13	Sonam Tobgay	17706390	Male	SUNGKHYI ADB	CF member	
14	Sangay Tshering	77640984	Male	HETSIKHO ADB	CF member	
15	Inaden	77421453	Female	HETSIKHO ADB	CF member	

Date: 03/06/2022

Place: GASETSHO WONG Pg.1  
GEWOG CENTRE

Photographs of consultations with Community Forest Members, 2022





**Translation of Agreement (No Objection Letter) submitted by Community Forestry User Groups, 2022**

To  
The Gewog Chair  
Gashe Tsho-Wom *Gewog*  
Wangdue Phodrang *Dzongkhag*

With the utmost respect and kind consideration, we, the members of *Taabchakhar Draktsen* community forest under the ambit of Gasetsho-Wom, Wangdue *Dzongkhag*, would like to submit the approval for the water canal installation for agricultural farming. Both upper and lower Gasetsho-Wom *gewog's* people (individually) know the impacts of canal construction within their community forest, leading to the felling of trees. However, people of the *gewog* understood the project's actual benefits after the construction phase and agreed to proceed with the work; they had no objections. However, the felled trees from the community forest after the commencement of work should benefit members only. Nobody shall be permitted to handle those felled trees, irrespective of community forest members.

For vehicular movement, prior permission should be sought. While handling the construction work, all matters related to boulders and debris should be well-taken care of. The work should be appropriately mitigated for the safety of houses, people, and cattle. Besides, the dug soil must be transported somewhere where there is less risk to society.

Consequently, we are requesting all stakeholders (*gewog's* chair, *gewog* administration and all relevant ministries) to stick to the previous challenges and matters while endorsing the canal works to solve the issues of the community.

Thanking you

Date;

14/06/2022

Signed:

Gewog Chair (Namgyal)  
Accountant (Namgyal)  
Secretary (Pempa Tshering)  
Chador Lham  
Namgyal Dorji  
Dorji Wangchuk  
Pema Zangmo

To  
Environment officer

We want to submit our humble request from the people of Gasetsho-Wom Gewog, falling under Haetshokha *chiwog*. The water canal construction project falls within the estimation of our community forest, and therefore, the indispensable need for water for everyone (people of Haetshokha *Chiwog*) has approved the consent of the offering project without any complaints in the future. However, after installing agricultural canal activities, the road should be sealed and closed to any access to vehicles so that the road sections can be vegetated and revert to forest. Additionally, before stopping the road access, other regional people should not harvest excessive forest, which may lead to extinction. Therefore, you (environment officer) as a concerned authority should help us in this regard.

Date; 14/04/2022

Signed

1. Pema
2. Kinley Wangmo
3. Phub Sithub
4. Sangchum
5. Kinley Dema
6. Buthri
7. Chelthem
8. Zangmo
9. Sangay Dema
10. Cheki Pelmo
11. Zangmo (Sha so kha)
12. Dawa Gyeltshen (Tshogpa)
13. Kinley Cheki (Accountant)
14. Lhaden (Secretary)

Chair: Namgyal Dorji

## Appendix 15: Stakeholders' Consultation held on 13 October 2025 at Wangdue Phodrang

### KEY OUTCOMES OF THE PRE-CONSTRUCTION CONSULTATIONS (OCTOBER 2025)

The consultations conducted in October 2025 focused on the finalization of the detailed alignment and the assessment of site-specific construction impacts, resulting in several key outcomes and refinements.

During the stakeholder consultation meeting with *Dzongkhag* officials, a total of nine participants attended, including consultants from the PMSC and a PIU representative. The participants comprised 1 female and 8 males. The Environmental Expert from the PMSC briefed the *Dzongkhag* officials on the updated alignment and its background. The following points were discussed during the meeting:

#### Collaborative Opportunities and Project Enhancements

During the stakeholder consultation held on the morning of 13 October 2025, *Dasho Dzongdag* and key officials from Wangdue *Dzongkhag* discussed the project's alignment, community engagement, and potential future opportunities. *Dasho Dzongdag* proposed converting the access road constructed for the 21.1 km transmission line into an eco-trail after project completion. This initiative aligns with the *Dzongkhag's* ecotourism development plan and envisions a nature-based tourism corridor linking Gasetsho-Gom and Gasetsho-Wom *gewogs* to Talakha and Chamgang in Thimphu. The proposed trail is expected to stimulate the local economy, create employment opportunities for youth, and reduce rural-to-urban migration by promoting sustainable, community-based livelihoods.

The *Dzongkhag* Administration also suggested assessing the feasibility of incorporating a mini-hydropower component within the water supply system. Considering the substantial elevation drop and controlled water flow along the alignment, there may be potential to harness hydropower for local consumption, thereby adding a renewable energy dimension to the project's benefits.




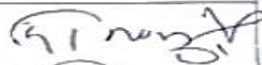

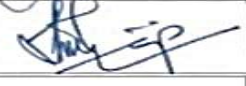



To strengthen the region's capacity for forest fire response, *Dasho Dzongdag* recommended exploring the installation of automatic motorized systems or dedicated water oftakes at strategic points along the transmission pipeline. Such provisions would enable firefighting teams to rapidly access water during emergencies, effectively utilizing the project infrastructure for disaster management and community resilience.

The consultations highlighted strong local leadership and a commitment to collaborative problem-solving. The *Dzongkhag* Agriculture Officer recommended engaging *Gewog* Agriculture Extension Officers in coordination activities to enhance grassroots communication. In addition, the *Gup* of Gasetsho-Gom *gewog* committed to mobilizing a joint verification team to confirm the status of potentially affected private plots, ensuring that any land-related issues are identified and resolved in advance to prevent implementation delays. The consultative meeting concluded with a vote of thanks extended by the PMSC team.

**Appendix 16: Participants list during stakeholders' consultation on 13 October 2025,  
Wangdue Phodrang**

Date 13/10/2025

**Attendance Sheet for the Courtesy Call to Dasho Dzongdag and Brief Meeting on  
Hetshotsamchu Integrated Water Supply Scheme**

Sl. No	Name	Designation	Signature
1.	Phub Rinzin	Dzongdag	
2.	Choki Wangchuk	Orftg.DAO	
3.	Rinzin Wangchuk	Planning Officer	
4.	Nidup Tsh	DE	
5.	Sherab Dorji	LRO	
6.	Singay Dorji	AE	
7.	Rajesh Pradhan	Social Safeguard Specialist	
8.	Karma Choegyel	Environmental Expert	
9.	Manju Giri	Social Development and Gender Expert	



**Appendix 17: Public Consultation held at Haetshokha Chiwog under Gasetsho-Wom Gewog on 13 October 2025, Wangdue Phodrang**

**PUBLIC CONSULTATION AT HAETSHOKHA LHAKHANG**

A public consultation meeting was held outside Haetshokha *Lhakhang* on 13 October 2025, with a total of 20 participants in attendance, including consultants from the PMSC, PIU representative, and *Gewog* Agriculture Officer. The participants comprised 11 females and 9 males. The Environmental Expert from the PMSC briefed the participants on the updated alignment and its background.

The consultations were crucial in identifying localized risks and opportunities associated with the final alignment and construction methodology. The main points raised by the community and stakeholders are summarized below:

The area surrounding Haetshokha *Lhakhang* consists of hard rocky ground, making manual trenching unfeasible, while trenching work is done on the road located above the *Lhakhang*. However, the community strongly opposed the use of rock breakers in the vicinity, citing concerns about potential structural damage to the *Lhakhang* and disturbance to its sanctity. As a compromise, they requested that the excavation be carried out slowly and carefully using an excavator. For backfilling, they recommended the use of gentle rolling tools instead of vibrating machinery to prevent any vibration-related impacts on the *Lhakhang*.

Community members raised concerns regarding excavation, trenching, and pipe-laying activities along the existing farm road connecting Haetshokha and Tonglabji. They emphasized that these works could temporarily obstruct regular movement between Haetshokha and the agricultural fields in Tonglabji. To minimize inconvenience, the community requested that the project maintain a minimum clear passage for power tillers and ensure continuous, safe pedestrian access throughout the construction period.

The Haetshokha community, with support from the *Mangmi* of Gasetsho-Wom *gewog*, expressed their willingness to allow the project to utilize water sources and pass transmission infrastructure through their land, noting that they themselves do not face water scarcity. As a gesture of goodwill, they requested that the project replace the existing narrow culvert, currently just over two meters wide, with a redesigned, multipurpose culvert capable of accommodating both vehicular traffic and the transmission line. They further emphasized that the alternative route via the *Thab Chhu* stream is unreliable during the wet season due to increased water volume, and that a permanent, all-weather culvert would better serve both community needs and project operations.

These discussions and community inputs were duly noted, and the consultative meeting concluded with a vote of thanks by the PMSC team.

### Appendix 18: Participants list during Public consultation at Haetshokha village under Gasetsho-Wom Gewog on 13 October 2025, Wangdue Phodrang

Public Consultation Participants list at <u>Gasetsho-Wom Gewog, Haetshokha, Wangdue Phodrang</u> Water Health Program Support Project Date: 13/10/2025 Venue: <u>Haetshokha Village</u>								
Sl. No.	Name	Age	Sex	ID Number	Village	Gewog	Contact Number	Signature/Thumb Impression
1	Phang Wangmo	24	F	1190700562	Haetshokha	Gasetsho-Wom	77469068	
2	Kinley Dem	67	F	1190700058	Haetshokha	Gasetsho-Wom	77272704	
3	Pema	73	M	1190700066	Haetshokha	Gasetsho-Wom	77454988	
4	Phubritub	67	F	1190700057	Haetshokha	Gasetsho-Wom	77881049	
5	Kinley Choden	35	F	1190700053	Haetshokha	Gasetsho-Wom	77610748	
6	Bakhu	66	M	1190700058	Haetshokha	Gasetsho-Wom	77507682	
7	Zam	66	F	1190700057	Haetshokha	Gasetsho-Wom	77652542	
8	Chithoem	65	F	1190700050	Haetshokha	Gasetsho-Wom	77822968	
9	Sangay Dema	56	F	1190700052	Haetshokha	Gasetsho-Wom	77258161	
10	Zangmo	51	F	1190700056	Haetshokha	Gasetsho-Wom	77429171	
11	Kezang Choden	35	F	1190700054	Haetshokha	Gasetsho-Wom	77301123	
12	Deki Peay				Gawang Ngja	Gasetsho-Wom	77674153	
13	Soram Tshontz	42	M	1190700055	Mangrul	Gasetsho-Wom	77617120	
14	Dawa Gyeltshen	55	M	1190700057	Haetshokha	Gasetsho-Wom	77402563	
15	Yeshey	37	M	1190700057	Haetshokha	Gasetsho-Wom	774108	
16	Shopy Dorji	72	M	1190700057	DMW	Wangdue	17951295	
17	Norin Gye	-	F	1190700057	-	Gawang Ngja Social Support Project	-	
18	Karna Chogel	-	M	1190700057	-	Edo Spanta	17785589	
19	Rejin Dorcha	-	M	1190700057	-	Dr. J. Dorcha	77603461	
20	Singye Norzhol	44	M	1190700057	-	ASST. Social Work	77718049	



**Appendix 19: Stakeholders' Consultation held at Gasetsho-Gom Gewog Conference Hall on 14 October 2025, Wangdue Phodrang**

**STAKEHOLDER CONSULTATION MEETING WITH GASETSHO-GOM GEWOG OFFICIALS**

The consultations conducted on 14 October 2025 focused on finalizing the detailed alignment and assessing site-specific construction impacts, resulting in several key outcomes and refinements.

During the stakeholder consultation meeting with Gasetsho-Gom Gewog officials, a total of 15 participants attended, including representatives from the PMSC and the PIU. The participants comprised 2 females and 13 males. The Environmental Expert from the PMSC briefed the Gewog officials on the updated alignment and its background. The following key points were discussed:

All consulted communities and stakeholders expressed strong and unequivocal support for the project. The October 2025 consultations underscored an increasing sense of urgency, particularly in areas such as Tapchhekha-Mepisa, where residents reported the progressive drying of local springs. The *Gup* of Gasetsho-Gom gewog also noted that *chiwogs* are now requesting inclusion under the project due to deteriorating water sources. These concerns reaffirm the project's critical importance and timeliness.

The issue of potentially affected private land at Tonglabji was discussed in detail. The *Gup* proactively requested the PIU representative to inform the *Dzongkhag* Land Record Officer and to depute a Land Survey Officer to verify the matter on-site. The officer, in coordination with the PMSC Experts, will confirm whether the updated alignment directly affects the private land in question.

The *Gup* was also briefed on the eco-tourism concept proposed by *Dasho Dzongdag* during earlier consultations and expressed appreciation for the initiative, recognizing its potential to promote sustainable local livelihoods and complement the project's long-term benefits. These discussions and community inputs were duly noted, and the consultative meeting concluded with a vote of thanks extended by the PMSC team.

**Appendix 20: Participants list during Stakeholders' consultation at Gasetsho-Gom Gewog Conference Hall on 14 October 2025, Wangdue Phodrang**

Stakeholder Consultation  
Participants list at Gasetsho Gom, Wangdue DZONGKHAG  
Water Flagship Program Support Project  
ADB TA-PROJECT No. 42173-017  
Date: 14/10/2025 Venue: Gasetsho Gom Hall

Sl. No.	Name	Age	Sex	CID number	Village	Gewog	Contact Number	Signature/Thumb impression
1.	Chado	41	Male	1196000485	Khamina	Gasetsho Gom	17627975	
2.	Kintey Wangchuk	46	Male	1196000412	Khamina	Gasetsho Gom	17629636	
3.	Theraping Penjor	23	Male	1100100273	Gangyath	Gasetsho Gom	77637357	
4.	Kintey Dewdup	49	Male	1190700085	Chavakha Pasokha	Gasetsho Gom	17726719	
5.	Chadho Namgyal	56	Male	1190600055	Drapokha	Gasetsho Gom	77329222	
6.	Pema Khandup	37	Male	1190600250	Khamyay	Gasetsho Gom	17935953	

7.	Singye Wangmo	32	F	1196000651	Khamyay	Gasetsho Gom	17700773	
8.	Karma	32	M	1196000667	Konleytra	Gasetsho Gom	77610685	
9.	Yatun Thering	44	PM	1104000485	Khamyay	Gasetsho Gom	12342337	
10.	Singye Nishi	27	M	1104000273	Khamyay	Gasetsho Gom	17445711	
11.	Singye Dimp	41	M	1101000077	DSAD	Wangdue	12251295	
12.	Namgi		F	1121000213		Member of SO civil Expts PMCC		
13.	Karma Chogyel		M	1106000185	PMSC	Gov. Specialist	177459187	

14.	Namgi Penjor	41	M	1106000412	Gasetsho Gom	Gasetsho Gom	17627975	
15.	Singye Wangchuk	44	M	1106000412	Gasetsho Gom	Gasetsho Gom	17627975	



**Appendix 21: Public consultation held at Gasetsho-Wom Conference Hall on 14 October 2025, Wangdue Phodrang**

**PUBLIC CONSULTATION AT GASETSHO-WOM CONFERENCE HALL WITH THE PEOPLE OF SHINKOE, KHATOED, KHAMEY CHIWOGS**

A public consultation meeting was held at the Gasetsho-Wom *Gewog* Conference Hall on 14 October 2025, with a total of 27 participants in attendance, including consultants from the PMSC and the representative from the PIU. The participants comprised 16 females and 11 males. The PIU representative briefed the participants on the updated alignment and provided background information on the project. The following key issues and discussions were recorded:

The section of the transmission line traversing the rocky cliff above the Gasetsho-Wom *Gewog* Centre presents potential safety risks if blasting is not conducted with precision. Improper blasting could result in damage to nearby structures and pose hazards to residents. The community emphasized the need for strict safety protocols, expert supervision, and careful planning to mitigate risks during construction in this sensitive area.

Water-stressed communities from Shinkhoe Khatoed and Khamey *chiwogs* expressed strong support and optimism for the proposed integrated water supply project. They acknowledged the significant benefits the project will deliver to both Gasetsho-Gom and Gasetsho-Wom *Gewog*. However, they also raised specific concerns about potential adverse impacts on their existing water infrastructure, which is already under strain.

The main transmission line is expected to cross or run parallel to existing irrigation channels serving Shinkhoe, Khatoed, and Khamey *chiwogs*. These channels are vital for sustaining local agriculture, and there are no alternative sources available if they are damaged or disrupted. The community requested that the project adopt protective measures and implement careful construction planning to safeguard these channels throughout the implementation period.

The transmission alignment also intersects spring-fed water sources and pipelines serving two households and the *Gewog* Centre. These sources are essential for drinking water and public services. Any disruption would severely affect water access, as no backup systems currently exist. The community requested that alternative supply arrangements or temporary water access measures be put in place during construction to prevent service interruptions.

These discussions and community inputs were duly noted, and the consultative meeting concluded with a vote of thanks extended by the PMSC team.

### Appendix 22: Participants list during Public consultation at Gasetsho-Wom Conference Hall, Gasetsho-Wom Gewog, on 14 October 2025, Wangdue Phodrang

Participant list at... Public Consultation  
 Gewog... ZONGKHAG...  
 Water Pipeline Program Support Project  
 ADB TA-PROJECT No. 4232-017  
 Date: 14/10/2025 Venue: Gasetsho-Wom Gewog Conference Hall

Sl. No.	Name	Age	Sex	CID number	Village	Gewog	Contact Number	Signature/thumb impression
1	Dorji Gyeltshen	32	M	11907000913	Khamsay	Cuse Tshomon	17816698	
2	Kenchozam	36	F	11907000767	Khamsay	- II -	17996847	
3	Phulo Gyem	46	F	11907000757	- II -	- II -	77454158	
4	Enley Wangmo	47	F	11907000765	- II -	- II -	17668872	
5	Kama Wangdul	29	M	11907000872	- II -	- II -	17789852	
6	Lekun	66	F	11907000897	Khamsay	- II -		

14	Yoshi Dorji	50	M	1190100116	Khatoed	Cuse Tshomon	17629239	
15	Pem Gyeltshen	60	M	11907000735	- II -	- II -	17938792	
16	Kencho Zam	60	F	11907000728	- II -	- II -	1726745	
17	Nima	48	F	11907000751	- II -	- II -	17972837	
18	Kencho Dana	45	F	11907000751	- II -	- II -	17462890	
19	Lesay	49	F	11907000881	- II -	- II -	17257620	
20	Chado Zam	72	F	11907000898	- II -	- II -	77853916	
21	Nangay Zam	76	F	11907000919	- II -	- II -	17451592	

22	Phulo Pem Gyeltshen	51	M	11907000857	Khatoed	Cuse Tshomon	17976548	
23	Singay Dorji	42	M	11907000872	Wangdul	Wangdul	17851295	
24	Nangay	-	F	11907000815	-	Gender & Social Expert		
25	Kama Chogel	-	M	11907000885	-	ENV. Specialist	17785487	
26	Rajma Pradhan	-	M	11203009755	-	Social Expert	17002661	
27	Supe Wangchuk	44	M	11907000891	-	AGRI. Specialist	7771809	

7	Paden	67	F	11907000730	Khamsay	Cuse Tshomon	17842212	
8	Kinsang Wangmo	30	F	11707000377	Khamsay	- II -	17842982	
9	Pansang Dorji	48	M	11907000726	Khamsay	- II -	17692726	
10	Dema	40	F	11907000730	Khamsay	- II -	17875069	
11	Tshering Deki	60	F	11907000833	Khatoed	- II -	17712347	
12	Chimi	45	F	11907000891	Phakha	- II -	17556685	
13	Pema	45	M	11907000897	Khatoed	- II -	17218077	



### **Appendix 23: Public consultation at Tapchhekha on 14 October 2025, Gasetsho-Wom Gewog, Wangdue Phodrang**

A public consultation meeting was held with the people of Tabchaykha village on 14 October 2025, with a total of 19 participants in attendance, including representatives from the PMSC and the PIU. The participants comprised 8 females and 11 males. The PIU representative briefed the participants on the updated alignment and provided background information on the project. The following key issues and discussions were recorded:

During the consultations, particularly with the communities of Tabchaykha-Mepisa, Shingkhoe Khatey, and Khamey *chiwogs*, participants raised concerns regarding the transmission pipeline passing through their designated Community Forest areas. While the communities reaffirmed their in-principle consent for the project to utilize the land, they emphasized the need to safeguard their rights over forest resources that may be affected during construction.

Community members recalled earlier discussions and sought explicit reconfirmation that the agreed commitment to hand over all felled trees and firewood generated from Right-of-Way clearance would be honoured. This concern reflects the communities' desire to ensure compliance with the principles of community forestry management, under which local communities retain ownership and benefit rights over forest resources. The request for timber handover was not presented as a new demand but as the fulfilment of a previously established understanding.

Communities in Haetshokha, Tonglabji, Shinkhoe, Khatoed, and Khamey expressed serious concerns regarding the project's alignment near vital water infrastructure, including irrigation channels, spring sources, and public and private drinking water pipelines. These systems constitute the sole sources of water for agricultural and domestic use, with no viable alternatives available.

The communities cautioned that construction activities such as excavation, heavy machinery movement, and surface runoff could potentially damage earthen and concrete channels, contaminate spring sources with sediment, and disrupt water supply to fields and households. Such impacts could jeopardize agricultural productivity and daily livelihoods. The communities urged the project to adopt preventive and protective measures to safeguard these critical water systems during construction.

These discussions and community inputs were duly noted, and the consultative meeting concluded with a vote of thanks extended by the PMSC team.

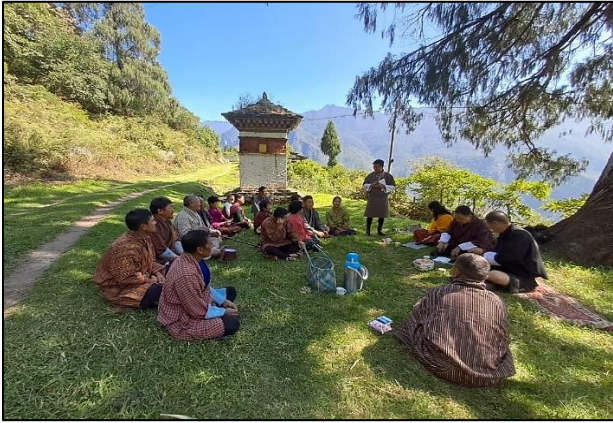
### Appendix 24: Participants list during Public consultation at Tapchhekha village on 14 October 2025, Gasetsho-Wom gewog, Wangdue Phodrang

Public Consultation  
Participant list at Tapchhekha, DZONGKHAG  
Gewog: Gasetsho-Wom, DZONGKHAG, Tapchhekha  
Water Flagship Program Support Project  
ADB TA-PROJECT No. 42173-017  
Date: 14/10/2025 Venue: Tapchhekha area near ORC




No.	Name	Age	Sex	ID Number	Village	Address	Contact No. / Post	Signature/Thumb impression
1.	Pema Tsering	41	male	108060097	Tapchhekha	Toko-wom	17909553	
2.	Namgay	65	"	11907000974	"	"	17677092	
3.	Namgay	50	"	-	"	"	17794008	
4.	Tanaka Tamzi	37	"	11007003203	"	"	17849314	
5.	Dorji Wangdi	68	"	20040005594	"	"	17601820	
6.	Dorji	74	"	11907000614	"	"	-	

4.	Rin Zam	59	Female	11907001009	Tapchhekha	Toko-wom	77297429	
15.	Tandin Tsering	46	male	180500096	"	"	17882003	
16.	Singay Dorji	42	Male	051020053	D/PO	Wangdue	17301295	
11.	Wangdi		F	112400023	-	Member of Social report PASC		
17.	Karma Chogyel		F	180400155	-	Em. Student	17360957	
18.	Rajul Puntan		M	1120004435	-	Social Study	17203611	
9.	Singye Ngophel	40	M	180400201	-	SSU Social and Curio	2271809	

7.	Chada Uham	51	Female	-	Tapchhekha	Toko-wom	17450741	
8.	Pinka Om	62	"	-	"	"	17852027	
9.	Wangyeluk	50	male	11907000974	"	"	17700020	
10.	Rin Zam	48	Female	-	"	"	17367751	
11.	Tanaka	36	male	-	"	"	17276179	
12.	Nangmo	46	Female	11907000974	"	"	17501032	
13.	Ugyen Om	45	"	-	-	-	1744060	



**Appendix 25: Letter from the Dzongdag, Wangdue Phodrang, Regarding Consultation and Compensation for the Affected Landowner at Haetshokha Chiwog, Gasetsho-Wom Gewog, Wangdue Phodrang**

	<p>ལྷ་དཔལ་ལྷན་འབྲུག་གཞུང་།          རྫོང་ཁག་བདག་སྐྱོང་། དབང་འདུས་ལོ་གྲངས་།  <b>ROYAL GOVERNMENT OF BHUTAN</b>  <b>DZONGKHAG ADMINISTRATION</b>  <b>Wangdue Phodrang</b>  <b>Engineering Sector</b></p>	
-----		
DAW/DES-01/2025-2026/ 3307	Date: 20/11/2025	
<p>To          The Director General          Department of Infrastructure development          Ministry of Infrastructure and Transport          Thimphu</p>		
<p><b>Subject: Consultation with the impacted household of hetshokha Village for the "Hetshotshamchu Integrated Drinking &amp; Irrigation Scheme"</b></p>		
<p>Sir,</p>		
<p>With reference to your letter No. MoIT/DoID/WSD/WFSP-05/2025-2026/277 dated 30th October 2025, the Gewog Administration has served the notification to the concerned household via letter No. G-WOM/ADM/04/2025-2026/179 dated 2nd November 2025. Following thorough discussions among the household members, it was noted that only 0.028 acres of land would be affected. Relevant officials briefed the household on the applicable provisions of the Land Act and the compensation rates based on local standards. After internal deliberation, the family submitted a formal request opting for cash compensation in accordance with the Land Act of Bhutan.</p>		
<p>As the Dzongkhag Administration has not allocated budget for such compensation, we kindly request your Department to initiate the compensation process. Since the affected area is only 0.028 acres, below the 0.10-acre threshold, it does not qualify for land substitution. The household has clearly expressed their preference for cash compensation.</p>		
<p>Therefore, we request the release of Nu. 12,787.012 as compensation (calculated at Nu. 456,679.00 per acre) to the impacted household. The Gewog and impacted house hold letters were attached for reference.</p>		
<p>Thank you for your continued support and understanding.</p>		
<p>Yours Sincerely,</p>		
		
<p>(Phub Rinzin)  <b>DZONGDAG</b></p>		
<p>Copy to:</p>		
<ol style="list-style-type: none"> <li>1. Gup, Gase Tshowom Gewog, for information</li> <li>2. Gup, Gase Tshogom Gewog, for information</li> <li>3. Chief Engineer, WSD, DoID, MoIT, Thimphu for information</li> <li>4. Offg. Chief Dzongkhag Engineer, DAW, for information</li> <li>5. Office Copy</li> </ol>		

Source: Wangdue Phodrang Dzongkhag, 2025

**Appendix 26: Letter to the Gewog Administration for the Release of Compensation Payment for 2.8 Decimal of Affected Land at Haetshokha Chiwog, Gasetsho-Wom Gewog, Wangdue Phodrang**

**Date: 17/11/2025**

Gup Office  
Gasetsho-Wom Gewog  
Wangdue Phodrang Dzongkhag

**Subject: Response Regarding Land Affected by the Hesothamchu Integrated Drinking Water and Irrigation Scheme**

Dear Sir,

With reference to your letter No. **G-WOM/ADM/04/2025-2026**, dated **02 November 2025**, regarding the portion of my land measuring approximately **0.028 acres** falling under the proposed transmission pipeline alignment of the Hesothamchu Integrated Drinking Water and Irrigation Scheme, I would like to submit my response as follows:

**I have no objection to the proposed alignment passing through my land provided that the following terms and conditions are fulfilled:**

1. **In case land substitution is not possible, I should receive cash compensation.**
2. My consideration for allowing the project is mainly because it will **benefit the communities of both Gasetsho-Wom and Gasetsho-Gom Gewogs**, and I fully support such developmental initiatives.
3. **Compensation or land substitution must be provided as per the provisions of the Land Act of Bhutan 2007 and other relevant guidelines.**

Apart from the above conditions, I have **no additional objections** regarding the proposed project.


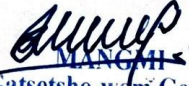

Thank you.

Yours sincerely,




**Lem Gyeltshen**  
CID No. 11907000509  
Hesokha Village  
Gasetsho-Wom Gewog  
Wangdue Phodrang Dzongkhag


**Appendix 27: Letter from the Gasetsho-Wom Gewog Administration Informing the Affected Person of the Acquisition of 2.8 Decimal Land for Access Road Construction**

	<p>དཔལ་ལྷན་འབྲུག་གཞུང་། རྒྱལ་ལོག་བདག་སྐྱོང་། དགའ་སང་ཚོ་ལོག་མ།          ROYAL GOVERNMENT OF BHUTAN          GEWOG ADMINISTRATION: GASE-TSHO-WOM</p>	<p><b>BHUTAN</b>  <i>Believe</i></p>
<p>G-WOM/ADM/04/2025-2026// ༡༡</p>		<p>Date: 02/11/2025</p>
<p>Mrs. Lem Gyeltshen          CID No. 11907000509          Hesokha Village, Gasetshowom Gewog          Wangduephodrang Dzongkhag</p>		
<p><b>Subject: Request for Your Response Regarding Land Affected by the Hesothamchu Integrated Drinking Water and Irrigation Scheme</b></p>		
<p>Dear Mrs. Lem Gyeltshen,</p>		
<p>As per the official communication received from the Ministry of Infrastructure and Transport, Department of Infrastructure Development, dated <b>30 October 2025</b>, we would like to inform you that a portion of your land, measuring approximately <b>0.028 acres</b>, has been identified as falling within the proposed transmission pipeline alignment under the <b>Hesothamchu Integrated Drinking Water and Irrigation Scheme</b>, implemented as part of the Water Flagship Program.</p>		
<p>In line with the <b>Social and Environmental Safeguards</b> requirements of the Ministry and the Asian Development Bank (ADB), the Gewog Administration is required to conduct proper consultation with all affected landowners. The purpose of this letter is to <b>formally seek your response</b> regarding the following:</p>		
<ul style="list-style-type: none"> <li>• Your acknowledgment of the alignment passing through your land.</li> <li>• Any concerns or issues you may have regarding possible impacts during construction and operation.</li> <li>• Your views on the proposed project and its expected community benefits.</li> <li>• Any feedback you wish to convey to the Gewog or relevant authorities.</li> </ul>		
<p>We kindly request you to <b>submit your written response</b> to the Gewog Administration Office <b>at your earliest convenience</b>. Should you prefer to visit the office in person for discussion or clarification, you are most welcome to do so.</p>		
<p>Please be assured that if land acquisition or compensation becomes necessary, the process will be carried out <b>strictly in accordance with the Land Act of Bhutan</b> and other relevant guidelines. Your response is important to ensure transparent and smooth implementation of this vital water supply project benefiting the communities under Gasetshowom and Gasetsho Gom Gewogs.</p>		
<p>For any clarification, please feel free to contact the Gewog Office.</p>		
<p>Thanking you.</p>		
<p>Yours sincerely,</p>		
<p>          Sonam Tshering          Gasetsho-wom Gewog          Wangduephodrang          (Offg. Gup)          Gasetsho-Wom Gewog          Wangdue Phodrang</p>		





དབུ་ལྷན་འཛུགས་ལྷན་ཁུངས་ལྷན་ཁུངས་ལྷན་ཁུངས་ལྷན་ཁུངས་  
 ལྷན་ཁུངས་ལྷན་ཁུངས་ལྷན་ཁུངས་ལྷན་ཁུངས་ལྷན་ཁུངས་  
 ROYAL GOVERNMENT OF BHUTAN  
 MINISTRY OF INFRASTRUCTURE AND TRANSPORT  
 DEPARTMENT OF INFRASTRUCTURE DEVELOPMENT  
*"Towards quality, cost effective, green and sustainable infrastructures"*



We would, therefore, appreciate your kind attention and early action on this matter.

Yours sincerely,



(Tashi Drukpa)  
**Offtg. Director General**  
 Copy to:

1. Dzongkhag Engineer, DE&HSS, Dzongkhag Administration, Wangduephodrang Dzongkhag Administration
2. Gup, Gasetsho Wom Gewog, for kind information and necessary action
3. Gup, Gasetsho Gom Gewog, for kind information
4. Offtg. Chief Engineer, WSD/ DoID, MoIT, for information

Director: Tel-321828, Fax- 323105; CCCMD-324358; SEID -329891; WSD -324339; IDD- 329889; ID- 333164;  
 Post Box- 129; [www.moit.gov.bt](http://www.moit.gov.bt)

Source: Offtg. Director General, DOID, MOIT, October 2025, Thimphu

## Appendix 29: Letter from the Officiating Chief Engineer, DOID, to the Chief Finance Officer Requesting Release of the Compensation Amount

	<p style="font-size: 1.2em; margin: 0;">             དབུ་མཚན་ལྷན་ཁག་གི་འཛིན་སྐྱོང་ལྷན་ཁག་གི་འཛིན་སྐྱོང་ལྷན་ཁག་              ལྷན་ཁག་གི་འཛིན་སྐྱོང་ལྷན་ཁག་གི་འཛིན་སྐྱོང་ལྷན་ཁག་           </p> <p style="font-size: 0.8em; margin: 0;">             ROYAL GOVERNMENT OF BHUTAN              MINISTRY OF INFRASTRUCTURE AND TRANSPORT              DEPARTMENT OF INFRASTRUCTURE DEVELOPMENT  <i>"Towards quality, cost effective, green and sustainable infrastructures"</i> </p>	
<p>MoIT/DoID/WSD/WFPSP-05/2025-2026/</p> <p>Chief Finance Officer, Office of Secretariat Services, MoIT</p>	<p>28 November, 2025</p>	
<p><b>Subject: Request for Release of Compensation Funds as per Approved Notesheet: "Hesotshamchu Integrated Drinking Water and Irrigation Scheme"</b></p>		
<p>Dear sir,</p>		
<p>This is in reference to the approved notesheet No. MoIT/DoID/WSD/WFPSP-05/2025-2026/339, dated 25.11.2025 (enclosed), regarding the payment of compensation for the area impacted by the Hesotshamchu Integrated Drinking Water and Irrigation Scheme.</p>		
<p>As required by ADB, all compensations must be made prior to floating the tender. Accordingly, the Social Safeguards Expert, accompanied by the Project Implementation and Gewog officials, will visit the impacted household at Hesokha village under Gasetsho Wom Gewog to make the payment.</p>		
<p>In this regard, we would like to request the Finance Division (FD) to release the compensation amount of Nu. 12,787.012 (Ngultrum Twelve Thousand Seven Hundred Eighty-Seven and Chhetrum Zero One Two) only from budget code 010.00/010.01/0002/55.01 for Operation and Management Services for PMU under the Water Flagship Program Support Project. The amount to be released to BoB account no. 102556665 belonging to Mr. Singay Dorji, TPN SAP06303, Project Engineer, Wangduephodrang Dzongkhag Administration. The payment will be disbursed in cash to the impacted household, and evidence of payment will be duly shared with FD.</p>		
<p>Yours sincerely,</p>		
<p>(Gem Tshering) <b>Offtg. Chief Engineer</b></p>		
<p>Copy to:</p>		
<ol style="list-style-type: none"> <li>1. Dasho Dzongdag, Dzongkhag Administration, Wangduephodrang Dzongkhag Administration for kind information please</li> <li>2. Director General, DoID, for kind information please</li> <li>3. Dzongkhag Engineer, DE&amp;HSS, Dzongkhag Administration, Wangduephodrang Dzongkhag Administration</li> <li>4. Mr. Singay Dorji, Project engineer, Dzongkhag Administration, Wangduephodrang Dzongkhag Administration for necessary action</li> <li>5. Office copy</li> </ol>		
<p style="font-size: 0.8em; margin: 0;">             Director: Tel-321828, Fax- 323105; CCCMD -324358; SEID -329891; WSD -324339; IDD- 329889; ID- 333164;              Post Box- 129; www.moit.gov.bt           </p>		

Source: Officiating Chief Engineer, DOID, November 2025, Thimphu




**Appendix 31: Google Earth Maps of Affected Private Land at Haetshokha chiwog,  
Gasetsho-Wom Gewog, Wangdue Phodrang**





Source: Site visit on 1 December 2025 at Haetshokha *Chiwog*, Gasetsho-Wom *Gewog*, Wangdue Phodrang

## Appendix 32: Profile of Affected Persons

Sl. No.	Land Site	Name of AP	Sex	HH size (No. of persons)	Primary occupation	Income source of HH (other than primary occupation)	Total HH income per month (Nu.)	Per Head income per month (Nu.)	Use of the affected land	Size (sq ft) affected land	Cost of affected land as per Land Act of Bhutan 2007 and Chiwog wise Land Rates-2022 (Nu. per decimal)	Photo of AP
1.	Haetshokha	Lem Gyeltshen  CID No. (11907000509)	F	4	Farming	Remittance	50,000	12,500	Unused Private land	2.8 dec	Nu. 4,566.79 x 2.8 decimal = Nu. 12,787.01	

**Appendix 33: Socio-economic Profile of Affected Person (Haetshokha, Gasetsho-Wom Gewog)**

Sl. No	Land site	Name ofAPs	Sex	Education	Monthly income (Nu.)	No. of Family members	Per Head incomeper month(Nu.)	Any Vulnerability	Photograph
1.	Haetshokha Chiwog	Lem Gyeltshen	Female	Non-literate	50,000	4 (two males and 2 females)	12,500	None	 <p>Affected Person Lem Gyeltshen</p>  <p>2.8 decimals affected land</p>

**Appendix 34: Summary of Compensation to the affected Person at Haetshokha, Gasetsho-  
Wom Gewog, Wangdue Phodrang**

No.	Name of Affected Person	CID	Current use of the affected property	Size of land affected in decimal units	Compensation estimated for loss of land (Nu.)	Total estimated for loss of land (Nu.)
1.	Lem Gyeltshen	11907000509	Private land not in use (kept fallow)	2.8	12,787.01	12,787.01
<b>Total</b>						<b>12,787.01</b>

**Appendix 35: Resettlement Budget and Financing Plan–Construction of Integrated Drinking Water and Irrigation from Haetsotsamchu, Gasetsho-Gom, and Gasetsho-Wom gewog under ADB TA-Project No. 42173-017**

The proposed transmission line alignment has been found to intersect a private land parcel in Haetshokha village under Gasetsho-Wom Gewog. Given the 710 mm pipe diameter, access routes of about 3.5 metres in width will be necessary during construction, as well as for future operation and maintenance. The resettlement budget for the Construction of the Integrated Drinking Water and Irrigation System from Haetsotsamchu for Gasetsho-Gom and Gasetsho-Wom gewog under ADB TA-Project No. 42173-017 includes the assistance outlined in the entitlement matrix, along with a 20% contingency. These figures reflect the most reliable estimates prepared during detailed project planning. For the affected private land at Haetshokha, Gasetsho-Wom, the resettlement amount finalized for the impacted household is **Nu. 12,787.01**. The PMU under DOID, Thimphu, subsequently approved the release of this payment. The compensation was provided in the presence of Wangdue Phodrang Dzongkhag officials and the PMSC Social Safeguards Expert. The affected person received the amount on 1 December 2025 at the Haetshokha *Chiwog*, outside Haetshokha *Lhakhang*, Gasetsho-Wom Gewog office.

**Details of the resettlement plan budget estimation**

One household has been identified as project-affected at Haetshokha *chiwog*, Gasetsho-Wom gewog, Wangdue Phodrang, based on the findings of the site visit.

**Resettlement Budget**

**A. Resettlement Costs**

One affected individual in Haetshokha, *chiwog*, Gasetsho-Wom gewog, Wangdue Phodrang received cash compensation for the affected 2.8 decimal land parcel on 1 December 2025. The compensation amount was calculated in accordance with the 2022 *chiwog*-wise Land Rates-2022.



**Photograph of the affected person, Lem Gyeltshen**

1	Compensation for the impacted land, i.e., 2.8 decimal	Private land (Dry land)	Based on <i>Chiwog</i> -wise Land Rates-2022	Nu. 12,787.01
<b>Total amount disbursed</b>				<b>Nu. 12,787.01</b>

### Appendix 36: Disbursement of payment to the affected person at Haetshokha chiwog, Gasetsho-Wom gewog on 1 December 2025

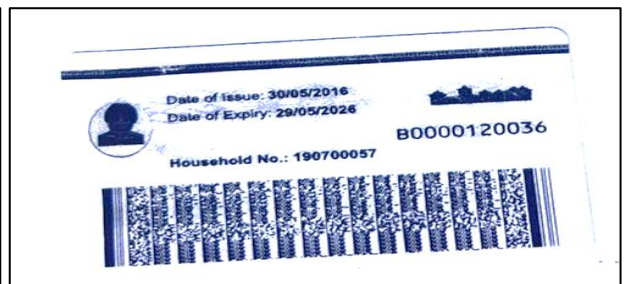
The disbursement process was carried out in line with the detailed Resettlement Budget and Financing Plan prepared by the Social Safeguards Expert from PMSC at the request of the PMU, DOID, MOIT. Representatives from Wangdue Phodrang Dzongkhag and the PMSC Social Safeguards Expert were present during the payment disbursement. The Project Manager, PIU, WFPSP, Wangdue Phodrang, provided an overall briefing on the resettlement budget and financing plan to the affected person. Photographs and documentary evidence of the cash compensation amounting to **Nu. 12,787.01** calculated using the 2022 *Chiwog-wise Land Rates* have been compiled and are presented below.



Affected person receiving cash compensation



Witness signing the payment of compensation



Copy of the Bhutanese CID of an affected person, Haetshokha, Gasetsho-Wom Gewog, Wangdue Phodrang

Please note that the affected person owns a total of 10.398 acres of wet land and 4.626 acres of dry land according to the Land Record Office, Wangdue Phodrang

Appendix 37: Receipt of payment of compensation by the Affected Person

Date: 1.12.2025

MONEY RECEIPT

Received a compensation amount of Nu. 12,787.01 for the 2.8 decimal portion of my private land at **Hetshokha, Gasetsho-Wom Gewog, Wangdue Phodrang**. This portion of my land is affected by the construction of the access road alignment under the *BHUTAN: Water Flagship Program Support Project – Construction of Integrated Drinking Water and Irrigation from Hetsotsamchu, Gasetsho-Gom, and Gasetsho-Wom Gewogs, Wangdue Phodrang*. The compensation was disbursed by the Department of Infrastructure Development (DOID), Ministry of Infrastructure and Transport (MOIT) through the Project Manager, PIU, Wangdue Phodrang.

I hereby confirm that I have **no objection** to the compensation amount received, as it is in accordance with the Chiwog-wise Land Rates 2022.



Name: Lem Gyeltshem  
CID No. 11907000509  
Address: Hetshokha village, Gasetsho-Wom Gewog, Wangdue Phodrang  
Contact No. 77652542

Witnessed by:

དགའ་ལེན་མཚོ་ལགས་ཀྱི་དོན་ལེན།  
དུས་ཚུན་ལྷོ་རང་ལག།

Gingang Dangi, etc

དགའ་ལེན་མཚོ་ལགས་ཀྱི་དོན་ལེན།  
དུས་ཚུན་ལྷོ་རང་ལག།  
(Kadoi syo)

Dawa Gyeltshen  
Hetshokha Tshogpa

Lhakpa Lhakpa  
for PIU, DOID  
MOIT  
11/12/25

**Appendix 38: Summary of Public Consultations: Consolidated summary of public consultations**

Sl. No.	Date	Venue of Meeting	Participants	Total No. of Participants	No. of Female Participants	Key Issues Discussed & Concerns
1	13-Oct-2025	<i>Dasho Dzongdag Chamber Wangdue Dzongkhag</i>	<i>Dzongkhag Administrator, Offtg. DAO, Planning Officer, Dzongkhag Engineer, Land record Officer, Assistant Engineer, PIU Representative, and PMSC (Environmental Expert, Gender Expert, Social Safeguard Expert)</i>	9	1	<p>The stakeholders' consultation focused on the following key discussion points:</p> <p>(i) Clarification on whether the issue pertains to water scarcity or challenges in water management;</p> <p>(ii) Difficulties faced by the community in relation to water supply;</p> <p>(iii) Overview of the existing water management system;</p> <p>(iv) Information on the proposed irrigation and drinking water project; and (v) Expectations of community members from the proposed project.</p>
2	14-Oct-2025	<i>Outside Haetshokha Lhakhang, Wangdue Dzongkhag</i>	<i>Representatives of Local Government, Villagers, PIU Representative, and PMSC (Environmental Expert, Gender Expert, Social Safeguard Expert)</i>	20	11	<p>The following key discussion points were covered during the meeting:</p> <p>(i) Water issues and distribution within the gewogs;</p> <p>(ii) Presence and consideration of local deities in relation to project activities;</p> <p>(iii) Project impacts, construction access, and identification of project-affected households;</p> <p>(iv) Potential impacts of the project on the broader community;</p> <p>(v) Clarification on whether any trees will need to be felled during pipeline installation. It was suggested that any felled trees be handed over to the community forest groups for sale; and (vi) Any other issues related to drinking water and irrigation.</p>

3	14-Oct-2025	Gewog Conference Hall, Gasetsho-Gom	Local government ( <i>Gup</i> ) and its <i>gewog</i> staff. PIU Representative and PMSC (Environmental Expert, Gender Expert, Social Safeguard Expert)	15	2	<p>The following key discussion points were covered during the meeting:</p> <ul style="list-style-type: none"> <li>(i) Water issues and distribution within the <i>gewogs</i>;</li> <li>(ii) Presence and consideration of local deities in relation to project activities;</li> <li>(iii) Project impacts, construction access, and identification of project-affected households;</li> <li>(iv) Potential impacts of the project on the broader community;</li> <li>(v) Clarification on whether any trees will need to be felled during pipeline installation. It was suggested that any felled trees be handed over to the community forest groups for sale;</li> <li>(vi) Any other issues related to drinking water and irrigation.</li> </ul>
4	14-Oct-2025	Near ORC at Tapchhekha village under Gasetsho-Wom <i>gewog</i>	Villagers, PIU Representative, and PMSC (Environmental Expert, Gender Expert, Social Safeguard Expert)	19	7	<p>The meeting discussed the following key points:</p> <ul style="list-style-type: none"> <li>(i) Water-related issues and distribution systems within the <i>gewogs</i>;</li> <li>(ii) Presence and significance of local deities in the project area;</li> <li>(iii) Potential project impacts, construction access routes, and identification of project-affected households;</li> <li>(iv) Anticipated impacts of the project on the community;</li> <li>(v) Clarification on whether any trees will be felled during the pipeline installation. It was suggested that any felled trees be handed over to the community forest groups for sale;</li> <li>(vi) Other issues related to drinking water and irrigation.</li> </ul>
5	14-Oct-2025	In Gasetsho-Wom <i>Gewog</i> Conference Hall	Local government ( <i>Gup</i> ) and villagers of Shingkhoe,	27	16	<p>The following key discussion points were raised during the meeting:</p>

			Khatoed, and Khamey <i>chiwogs</i> . PIU Representative and PMSC (Environmental Expert, Gender Expert, Social Safeguard Expert)			(i)Water issues and distribution systems within the gewogs; (ii)Presence of local deities and related cultural considerations; (iii)Project impacts, construction access, and identification of project-affected households; (iv)Potential impacts of the project on the community; (v)Clarification on whether any trees will be felled during pipeline installation. It was suggested that any felled trees be handed over to the community forest groups for sale; and (vi)Other issues related to drinking water and irrigation.
<b>Total</b>				<b>90</b>	<b>37</b>	

### Appendix 39: Outline of Project Information Disclosure Leaflet

Project Information	Description
Name of the project, EA/IA, and city	
Proposed project technical details and project benefits	
Summary of project impacts	
Compensation and entitlements	
Resettlement Plan (RP) budget	
Resettlement Plan implementation schedule	
Consultation and disclosure requirements	
Implementation structure and GRM information	
Contact numbers of PIU, PMU	

Attach list of Affected persons and the Entitlement Matrix to this leaflet. This leaflet will be disseminated both in the local language (Dzongkha) and English.

### Appendix 40: Grievance Registration Format

(To be available in English or other local language, Dzongkha)

The DOID, MOIT welcomes complaint, suggestion, query, or comment regarding the project implementation. We encourage any person or group with a grievance to provide their name and contact information to get in touch with you for clarification and feedback.

Should you choose to include your personal details but want that information to remain confidential, please inform us by writing/typing \*(CONFIDENTIAL)\* above your name. Thank you.

<b>Date</b>		<b>Place of registration</b>			
<b>Contact Information/Personal Details</b>					
Name		Gender	Male Female	Age	
Home Address					
Village / Town					
Thromde/District					
Phone no.					
E-mail					
<b>Complaint/Suggestion/Comment/Question</b>					
Please provide details of the grievance (who, what, where and how):					
<b>*Note: You may attach a document, letter, or note in the grievance form.</b>					
<b>How do you want us to reach you for feedback or update on your comment/grievance?</b>					

#### FOR OFFICIAL USE ONLY

<b>Registered by: (Name of official registering grievance)</b>	
If – then mode:	
<ul style="list-style-type: none"> <li>▪ Note/Letter</li> <li>▪ E-mail</li> <li>▪ Verbal/Telephonic</li> </ul>	
<b>Reviewed by: (Name, Signature, Position)</b>	
<b>Action Taken:(Date, Venue of Meeting, Other details)</b>	
<b>Whether Action Taken Disclosed:</b>	<ul style="list-style-type: none"> <li>▪ Yes</li> <li>▪ No</li> </ul>
<b>Means of Disclosure:</b>	

**GRIEVANCE RECORD AND ACTION TAKEN**

<b>Sr. No.</b>	<b>Date</b>	<b>Name and Contact No. of Complainant</b>	<b>Type of Complaint</b>	<b>Place</b>	<b>Status of Redress</b>	<b>Remarks</b>

### Appendix 41: Sample Monitoring Template

A semi-annual social monitoring report (SSMR) shall be prepared on Resettlement Plan implementation and submitted to ADB by the borrower. It will include: (1) the list of affected persons, with compensation due if any to each and details of compensation paid with signed receipts annexed to the report, socio-economic status and satisfaction levels of affected persons with the Resettlement Plan implementation process, compensation and mitigation measures; (2) the list of vulnerable affected persons and additional compensation/special protection measures planned/implemented for them (e.g. assistance to obtain project construction related jobs); socio-economic status and satisfaction levels of affected persons with the Resettlement Plan implementation process, compensation and mitigation measures; (3) list of roads for closure and actions planned/taken to minimize disturbance; (4) details of consultations held with affected persons (with number of participants by gender, issues raised, conclusion/agreement reached, actions required/taken; (5) details of grievances registered, redressed, outstanding complaints, minutes of GRM meetings held; (6) details of information disclosure and awareness generation activities, levels of awareness among target population and behavior change, if any; and (7) any other relevant information showing Resettlement Plan implementation progress. The following checklist may be used for overall monitoring of the Resettlement Plan implementation.

S. N.	Resettlement Plan Activities	Completed Y/N	Remarks
<b>A. Pre-Construction Activities and Resettlement Plan Activities</b>			
1	Approval of the final Resettlement Plan by ADB prior to contract award		
2	Disclosure of the final Resettlement Plan on ADB and EA websites		
<b>B. Resettlement Plan Implementation</b>			
1	Grievance Redress Mechanism established at different levels		
2	Entitlements and grievance redress procedure disclosed		
3	Finalization of list of affected persons, vulnerable affected persons and compensation due		
4	Affected persons received entitlements as per EM in the resettlement plan		
5	Payment of compensation, allowances and assistance (No. of affected persons)		
6	Additional assistance (project-related construction jobs, if willing and able) for vulnerable households given (No. of vulnerable affected persons assisted)		
7	Grievances No. of grievances registered No. of grievances redressed Outstanding complaints Disclosure of grievance redress statistics		
8	Consultation, participation and disclosure as per Plan		
<b>C. Monitoring</b>			
9	Survey on satisfaction levels of affected persons with Resettlement Plan implementation completed		
<b>D. Labor</b>			

<b>S. N.</b>	<b>Resettlement Plan Activities</b>	<b>Completed Y/N</b>	<b>Remarks</b>
10	Implementation of all statutory provisions on labor, like health, safety, welfare, sanitation, and working conditions, by Contractors. Ensuring no child labour used		
11	Equal pay for equal work for men and women		

NOTE: Where applicable, the information provided in the table should be supported by a detailed explanatory report, receipts, and other details.

### Appendix 42: Indigenous Peoples Impact Screening Checklist

<b>KEY CONCERNS</b> (Please provide elaborations on the Remarks column)	YES	NO	NOT KNOWN	Remarks
<b>A. Indigenous Peoples Identification</b>				
1. Are there socio-cultural groups present in or using the project area who may be considered as "tribes" (hill tribes, scheduled tribes, tribal peoples), "minorities" (ethnic or national minorities), or "indigenous communities" in the project area?		√		
2. Are there national or local laws or policies as well as anthropological research/studies that consider these groups present in or using the project area as belonging to "ethnic minorities", scheduled tribes, tribal peoples, national minorities, or cultural communities?		√		
3. Do such groups self-identify as being part of a distinct social and cultural group?		√		
4. Do such groups maintain collective attachments to distinct habitats or ancestral territories and/or to the natural resources in these habitats and territories?		√		
5. Do such groups maintain cultural, economic, social, and political institutions distinct from the dominant society and culture?		√		
6. Do such groups speak a distinct language or dialect?		√		
7. Has such groups been historically, socially, and economically marginalized, disempowered, excluded, and/or discriminated against?		√		
8. Are such groups represented as "Indigenous Peoples" or as "ethnic minorities" or "scheduled tribes" or "tribal populations" in any formal decision-making bodies at the national or local levels?		√		
<b>B. Identification of Potential Impacts</b>				
9. Will the project directly or indirectly benefit or target Indigenous Peoples?		√		
10. Will the project directly or indirectly affect Indigenous Peoples' traditional socio-cultural and belief practices? (e.g. child-rearing, health, education, arts, and governance)		√		
11. Will the project affect the livelihood systems of Indigenous Peoples? (e.g., food production system, natural resource management, crafts and trade, employment status)		√		



<b>KEY CONCERNS</b> (Please provide elaborations on the Remarks column)	<b>YES</b>	<b>NO</b>	<b>NOT KNOWN</b>	<b>Remarks</b>
12. Will the project be in an area (land or territory) occupied, owned, or used by Indigenous Peoples, and/or claimed as ancestral domain?		√		
<b>C. Identification of Special Requirements</b> <i>Will the project activities include:</i>				
13. Commercial development of the cultural resources and knowledge of Indigenous Peoples?		√		
14. Physical displacement from traditional or customary lands?		√		
15. Commercial development of natural resources (such as minerals, hydrocarbons, forests, water, hunting or fishing grounds) within customary lands under use that would impact the livelihoods or the cultural, ceremonial, spiritual uses that define the identity and community of Indigenous Peoples?		√		
16. Establishing legal recognition of rights to lands and territories that are traditionally owned or customarily used, occupied, or claimed by Indigenous Peoples?		√		
17. Acquisition of lands that are traditionally owned or customarily used, occupied, or claimed by Indigenous Peoples?		√		

#### **D. Anticipated project impacts on Indigenous Peoples**

<b>Project component/ activity/ output</b>	<b>Anticipated positive effect</b>	<b>Anticipated negative effect</b>
The project ADB TA-Project No. 42173-017, L-4281-BHU G-0874/G-9233-BHU "Water Flagship Program Support Project"	None	None

Note: The project team may attach additional information on the project, as necessary.

**Appendix 43: Circular on Indigenous Peoples under the Environmental and Social Assessment of development partners**

	<p>དཔལ་ལྷན་འབྲུག་གཞུང་། ཕྱི་འབྲེལ་དང་ཕྱི་རྒྱུ་རྒྱུ་ལྷན་ཁག།</p> <p><b>MINISTRY OF FOREIGN AFFAIRS AND EXTERNAL TRADE</b> <b>ROYAL GOVERNMENT OF BHUTAN</b></p>
MFAET/MD/SDD/121/1485	29 July 2024
<p>Secretary Ministry of Finance Thimphu</p>	
<p><b>Subject: Indigenous Peoples under the Environmental and Social Assessment of development partners</b></p>	
<p>Dear Madam,</p>	
<p>This is with regard to the assessment of indigenous peoples as part of the Environmental and Social Assessment by development partners. The Ministry would like to advise that the term 'indigenous peoples' is not applicable in Bhutan's context.</p>	
<p>If development partners are referring to certain target groups of people or beneficiaries who are disadvantaged due to remoteness (as is usually the case in Bhutan), it is recommended that these be referred to as such (disadvantaged or vulnerable groups).</p>	
<p>In this regard, MoF is requested to appropriately brief development partners on the inapplicability of the term 'indigenous peoples' for Bhutan and to require the use of other terminologies that better represent Bhutan's context. Reference could be made to the Environmental &amp; Social Framework Guidelines from the World Bank that has provisions to use an alternative terminology that is appropriate for a given national context.</p>	
<p>MoF may also give particular attention to the references related to indigenous peoples in the national project documents.</p>	
<p>Yours sincerely,  (Pema Choden)</p>	
<p><b>Copy:</b> 1. Cabinet Secretary 2. Secretaries, all Ministries</p>	

### Appendix 44: Involuntary Resettlement Category Form Screening Checklist

Probable Involuntary Resettlement Effects	Yes	No	Not Known	Remarks
<b>Involuntary Acquisition of Land</b>				
1. Will there be land acquisition?	√			Small parcel of private land
2. Is the site for land acquisition known?	√			Aside from the small portion of private land that is affected, the remaining land required for the project is government-owned.
3. Is the ownership status and current usage of the land to be acquired known?	√	√		Apart from the impacted small parcel of private land, the rest of the land is government-owned.
4. Will easement be utilized within an existing Right of Way (ROW)?	√			
5. Will there be loss of shelter and residential land due to land acquisition?		√		
6. Will there be loss of agricultural and other productive assets due to land acquisition?		√		The affected land parcel has remained fallow for several years, primarily due to the unavailability of local wage labor needed for its cultivation.
7. Will there be losses of crops, trees, and fixed assets due to land acquisition?		√		
8. Will there be loss of businesses or enterprises due to land acquisition?		√		
9. Will there be loss of income sources and means of livelihood due to land acquisition?		√		
<b>Involuntary restrictions on land use or on access to legally designated parks and protected areas</b>				
10. Will people lose access to natural resources, communal facilities, and services?		√		
11. If land use is changed, will it have an adverse impact on social and economic activities?		√		
12. Will access to land and resources owned communally or by the state be restricted?		√		
<b>Information on Displaced Persons:</b>				
Any estimate of the likely number of persons that will be displaced by the Project?	[√] No [ ] Yes			
If yes, approximately how many? One affected person				
Are any of them poor, <b>female heads of households</b> , or vulnerable to poverty risks?	[√] No [ ] Yes			
Are any displaced persons from indigenous or ethnic minority groups?	[√] No [ ] Yes			

Note: The project team may attach additional information on the project, as necessary.